

THE HIRING POLICIES OF  
SELECTED IOWA BUSINESSES  
AND INDUSTRIES WITH. . .

D. E. Black, 1970

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Greeley, Colorado

The Graduate School

THE HIRING POLICIES OF SELECTED IOWA BUSI-  
NESSES AND INDUSTRIES WITH RESPECT  
TO EMPLOYMENT OF BLIND PERSONS

A Dissertation Submitted in Partial Fulfillment  
of the Requirement for the Degree of

Doctor of Education

Donald Earl Black

School of the Arts

Department of Industrial Arts

Spring Quarter

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## ABSTRACT

Black, Donald Earl. "The Hiring Policies of Selected Iowa Businesses and Industries with Respect to Employment of Blind Persons." Unpublished Doctor of Education dissertation, University of Northern Colorado, 1970.

### Statement of the Problem

The purpose of this study was to investigate the hiring policies of Iowa businesses and industries with respect to the employment of blind persons. This study was also concerned with the opinions of blind clients of the Iowa Commission for the Blind with respect to the industrial arts program at the Iowa Commission for the Blind.

### Procedures

Two populations were surveyed in this study. One population consisted of two samples of Iowa businesses and industries. The other population consisted of the blind clients of the Iowa Commission for the Blind.

The instrument sent to the large and small businesses and industries was concerned with obtaining data on their hiring policies with respect to blind persons. A second instrument was used to gather data from the blind clients concerning their opinions and evaluation of the





industrial arts program at the Iowa Commission for the Blind.

Tables were used to show the frequencies and percentages of each group of respondents.

### Findings

1. Over 97 per cent of business and industry indicated a blind person could do more today than 25 years ago.
2. Eighty per cent agreed that blind persons could work in skilled and professional positions.
3. Over 70 per cent of the businesses and industries felt that blind persons could work at highly skilled jobs.
4. Seventy-five per cent of all respondents indicated they were willing to hire a properly trained blind person for a position never filled before by a blind person.
5. Over 92 per cent agreed there would be more blind persons working in industry if they were given more opportunity to demonstrate their ability to perform as an employee.
6. Sixty-six per cent indicated that a blind person could not work in their business.



7. Over 70 per cent would not welcome a blind worker in their business.
8. Fifty-four per cent of business and industry indicated that a company doctor would know what types of work a blind person could perform.
9. A majority of the clients indicated they were helped by the industrial arts program through building of self-confidence, changing of attitudes and developing salable skills.
10. One-half of the blind clients indicated the primary reason for taking the industrial arts course was that it was required.

#### Conclusions and Recommendations

1. Business and industry pay lip service to the idea that blind persons can work in skilled and professional positions.

It was suggested that a series of seminars and workshops be conducted for the express purpose of creating attitudes favorable to employment of blind persons.

2. Business and industry operate under the premise that a company doctor can evaluate a blind applicant's abilities relative to specific jobs.





It was suggested that business and industry give more opportunity to blind applicants to demonstrate their ability as an employee rather than rely on the sole judgment of a company doctor.

3. Blindness was a greater deterrent to employment than either education or training requirements.

It was suggested that a more concerted effort be made to inform business and industry of the abilities and potentialities of blind workers.

4. The blind clients are not aware of the real purpose of the industrial arts program at the school.

It was suggested that the students be made more fully aware of the purpose of industrial arts at the Iowa Commission for the Blind.

#### Recommendations for Further Study

A recommendation was made that a study be made of the hiring policies and attitudes of businesses and industries presently employing blind persons. It was suggested that this data be compared to the hiring policies and attitudes of those businesses not employing blind persons.



In addition a study similar to this one was suggested, to be carried out in other states and compared to this study.

A recommendation was made that a study be made as to the effectiveness of industrial arts curricula for the blind.

A recommendation was made that a study be made as to the various occupations being filled by blind persons.



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## CHAPTER I

### INTRODUCTION

More and more pressure is being applied to society each day for equality and recognition of all minority groups. Each is seeking a goal of independence and status in the community. One group in our society that has made great strides in becoming independent and gaining recognition as a contributing factor to the economic growth of the community is the blind. For many years the blind have been looked down on as a hindrance to society and a burden to all. The traditions and attitudes toward blind individuals have changed considerably since the last World War. However, the role of blind persons in our society is still unclear to many persons.

The realm of blindness has had a long history. In early Biblical times, blind persons were rejected and excluded from community affairs.<sup>1</sup> In ancient times the main occupation for the blind was begging. Blind children in early Rome were trained to become beggars.<sup>2</sup> There were

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<sup>1</sup>Leviticus 21:18.

<sup>2</sup>Roy Roberts, Vocational and Practical Arts Education (New York: Harper and Row Publishers, 1965), p. 450.



a few, however, who did not resort to begging but strived to better themselves. Didymus who lived in the fourth century and became one of the greatest religious leaders of history was an example of this type of individual.<sup>1</sup>

The majority of blind persons, however, were and have been segregated for centuries in hospitals, asylums, schools and sheltered workshops. Limited expectations, limited performance, and limited opportunities have resulted from the practice of isolating the blind. Emancipating blind persons from the ill effects of this isolation has only become noticeable since World War II.

In 1944, Mr. Joseph F. Clunk, then Chief of Services for the Blind of the Office of Vocational Rehabilitation, speaking at the National Conference on Vocational Rehabilitation, urged that blind workers be integrated into the usual training centers, vocational schools, and on-the-job training situations.<sup>2</sup> Clunk continued to say that "there are more processes which do not require sight for their performance in ordinary industry in every

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<sup>1</sup>C. Esco Obermann, A History of Vocational Rehabilitation in America (Minneapolis: T. S. Denison and Company, Inc., 1965), p. 328.

<sup>2</sup>Proceedings of the National Conference of Vocational Rehabilitation (New York: Printed by the American Rehabilitation Committee, Inc., 1944), p. 30.



community than there are competent blind persons to be placed in these industries."<sup>1</sup>

Clunk pointed out that nullifying the various types of fears which exist in the minds of production supervisory personnel is a major problem.<sup>2</sup> This fear or unsure feeling has had a carry-over to most industrial and business leaders. It is a common viewpoint that blindness is very restrictive and therefore blind persons must have a private place of employment that will meet their needs. This movement caused a great influx of "sheltered workshops" for the blind. The increase in these sheltered workshops for the blind influenced the community opinion to revert back to segregation and "special" places for the blind. Helen Keller once remarked that the hardest burden to bear was not blindness but the attitudes of the sighted toward the blind.

Though the blind have made considerable progress from ancient times, fear, amazement, and compassion for a blind person still persist. It is not uncommon to hear people remark that it is terrible that a friend has lost his or her sight because they had such great potential for success. This fatalistic attitude toward blindness has

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<sup>1</sup>Ibid., p. 32.

<sup>2</sup>Ibid., p. 34.





hindered the progress of blind persons wanting to work in industry or to have a business of their own.

Practically everyone has heard of a gifted blind individual who has been successful in his chosen field. Perhaps the first one to come to mind is the internationally renowned Helen Keller. What everyone should be aware of is that there are thousands of blind persons without fame, without charity--who are earning a living, raising a family and participating in community activities.

Blindness has so long been associated with helplessness that there are still those who find it incredible that a blind person can do many kinds of jobs as well as a sighted person and that they can lead a reasonably normal and productive life. On the physical level, the blind man is reputed to be incapable of doing almost anything at all. Each time a blind man walks down the street he is regarded with astonishment. The sighted man cannot imagine a blind man walking across his living room without upsetting every piece of furniture in his path; and if he does such a thing, it is sure to be remembered as an outstanding feat. An example of this prevailing thought is given in an article in Today's Health. Senator Randolph was quoting many persons when he said: "You know the skill with which they use their hands is truly





remarkable!"<sup>1</sup> This remark makes a person wonder if most blind persons do not use their hands for anything. The remark that Senator Randolph made emphasized the unrelenting feeling of the populace toward blindness.

Dr. Harry Best wrote a book in 1919 titled The Blind.<sup>2</sup> In this book he reported that over one-half of the blind workers of that time were engaged in the four occupations that were emphasized and preferred by the state institutions of that period. These were Music, Broom-making, Piano Tuning and Weaving. It is not uncommon today to find these same occupations being performed predominately by blind persons. Because of the change of attitudes and the progress the blind have made in their communities, it is not unusual now to see blind persons working in industries and running their own businesses. Blind people can be found in practically every walk of life and are limited, it would seem, only by their ambitions. Several years ago, the late Dr. Jacobus tenBroek said, "Everytime we try to make a list of jobs which blind

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<sup>1</sup>Ruth Boyer Scott, "Senator Randolph's Blind Businessmen," Today's Health, October, 1966, p. 76.

<sup>2</sup>Harry Best, The Blind (New York: The MacMillian Company, 1919).



persons cannot perform we find blind persons performing one of them."<sup>1</sup>

Blind persons are working side by side with sighted persons in industries and businesses today. This is something which was practically impossible fifty years ago. Still, it is far from easy today to have a blind person apply and be accepted for a position in a place of business. It is only through the influence of successful programs that something is being done about this problem.

It was during the presentation of a Presidential Citation to Mr. Kenneth Jernigan by Harold Russell, Chairman, President's Committee on the Employment of the Handicapped, that a remark was made that sums up the success of the blind of Iowa. Mr. Russell said, "If a person must be blind, it is better to be blind in Iowa than anywhere else in the nation or in the World."<sup>2</sup>

#### Statement of Problem

The purpose of this study was to investigate the hiring policies of Iowa businesses and industries with

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<sup>1</sup>Jacobus tenBroek, The Braille Monitor (Berkeley, California: The National Federation of the Blind, September, 1968), p. 8.

<sup>2</sup>Harold Russell, "If a Person Must Be Blind," Speech Delivered at the Iowa Commission for the Blind by the Chairman, President's Committee on the Employment of the Handicapped, March 11, 1968.



respect to the employment of blind persons. This study was also concerned with the opinions of former blind clients of the Iowa Commission for the Blind in respect to the industrial arts program at the Iowa Commission for the Blind.

Answers to the following questions were of vital importance to this study:

1. What are the hiring policies of Iowa businesses and industries with respect to the employment of blind persons?
2. Do the responses of the large and small businesses and industries differ?
3. What types of jobs do business and industry indicate a blind person can perform?
4. What types of jobs do business and industry indicate that a blind person cannot perform?
5. What reasons are given by business and industry for not hiring a blind person?
6. Is the Commission for the Blind a contributing factor in placing blind persons in industry?
7. Are the demands and requirements of industry being met by the training given by the Commission for the Blind?
8. Does the industrial arts program help prepare the blind client for employment?





9. How do the blind clients evaluate the training program at the Iowa Commission for the Blind?
10. What area or areas as indicated by the blind clients need more attention for a better employment climate for blind persons?

#### Definition of Terms

The following terms are defined as they were used throughout this study.

Iowa Commission for the Blind.--The Commission for the Blind is a state agency established to give service to blind persons living in the State of Iowa.

Client.--Any blind person who has received, or is receiving, some type of assistance from the Commission for the Blind. This could be in the form of training, materials, equipment or other items that may be necessary to aid a blind person in an occupation.

Commission graduate.--Any blind person who has gone through the orientation training program at the Iowa Commission for the Blind.

Orientation training program.--The heart and main function of the Commission. It concerns many areas of training all based on a philosophy that blindness need not be as tragic and limiting as most people consider it to be. The areas of instruction are: travel training with



the "long-cane" method; physical education; problems of daily living, cooking, sewing and other homemaking skills; personal grooming; typing; handwriting; spelling; the use of dictating equipment; Braille reading, writing and shorthand; and industrial arts pre-vocational training.<sup>1</sup>

Entry occupation.--A position or job that an applicant can qualify for without having any special or previous training for that position.

Pre-employment training.--The training or learning of basic skills required to qualify for entry into a certain occupation.

Sheltered workshop.--A factory type situation where all of the materials are brought in for assembling on a contract basis. Only minor machine work is done in these situations with the work being less technical than in an industrial situation. There is less competition and advancement in this type situation.

Attitude.--A mental state, emotion or mood. A predisposition to react negatively or positively in some degree toward an object, institution, or class of persons.

Legal blindness.--Any person who has a central visual acuity of 20/200 or less in the better eye with correcting glasses, or has a field of vision which at its

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<sup>1</sup>What Is the Iowa Commission for the Blind? (Des Moines: State of Iowa, 1968).



widest diameter subtends an angular distance of no greater than 20 degrees.<sup>1</sup>

Industrial arts.--A phase of the total orientation training program at the Iowa Commission for the Blind. The instruction is pre-vocational in nature, teaching basic machine and hand tool operation. The course is also concerned with the attitude adjustment and self confidence building of the individual.

#### Delimitations

The following limitations were applied to this study:

1. The study was limited to industries and businesses in the State of Iowa.
2. The industries involved were limited to those listed in the Directory of Iowa Manufacturers, 1969-1970.<sup>2</sup>
3. The study involved only persons that were clients of the Iowa Commission for the Blind.
4. The blind persons involved in this study were both totally and partially blind--legally blind.

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<sup>1</sup>Directory of Iowa Manufacturers, 1969-1970 (Des Moines: Des Moines Market and Research Division, Iowa Development Commission, 1968).

<sup>2</sup>Ibid.





5. Blind homemakers, helpers, and non-industrial workers were not included in this study.

### Assumptions

The following assumptions were made concerning this investigation:

1. The responses to the questionnaire by the businesses and industries represent the hiring policies that industry and business have in respect to the employment of blind persons.
2. The selected businesses and industries are representative of the total industrial population of Iowa.
3. The responses of the blind clients of the Iowa Commission for the Blind are representative of the blind clients working in Iowa industries.

### Need of the Study

According to John Ferree, M.D., there are 399,000 legally blind persons in the United States with 31,350 becoming blind each year.<sup>1</sup> These figures show the tremendous need for programs and agencies to work for the blind. This need for successful up-to-date programs and hiring

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<sup>1</sup>John W. Ferree, Estimated Statistics on Blindness and Visual Problems (Washington, D.C.: The National Society for Prevention of Blindness, Inc., 1966), pp. 37-38.





policies is exemplified in an article in Fortune Magazine. The story, entitled "Help Wanted: 50,000 Programmers," stated that "the computer industry was in its third generation and that training programs for the blind must also be in the third generation--anything less will not meet the challenge of 50,000 vacancies."<sup>1</sup>

Blind persons can be successful in many occupations if they are given the opportunity to prove they can work at these vocations. Many industries and businesses would be willing to hire a blind person but are hindered by stereotype feelings and ancient company policies. Pumo made the observation that in the past twenty years more blind persons have been placed into industry than ever before in history. However, they are still restricted by "archaic" employment policies.<sup>2</sup>

The intention of this study was to pinpoint some of the problem areas in the employment of blind persons so industries, businesses, schools and state programs for the blind will be able to evaluate their own programs. As Lorraine Gaudreau pointed out in her study, "the best

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<sup>1</sup>"Help Wanted: 50,000 Programmers," Fortune Magazine, October 17, 1967, pp. 37-38.

<sup>2</sup>Benjamin J. Pumo, "Stepping Back to Get Ahead in Career Planning," New Outlook for the Blind, November, 1968, p. 227.



public relations program for changing attitudes is having blind persons who are effectively working at their jobs."<sup>1</sup>

### Plan of Presentation of Study

The sequence of this research study is presented by chapters in the following manner:

Chapter I gives a brief introduction to the study which includes the statement of the problem, the need for the study, the delimitations, assumptions and the definition of terms used in the study.

Chapter II is a review of professional writing and appraisal devices pertinent to this study. In addition, material not available in printed form was obtained from leaders in the field of work for the blind.

Chapter III describes the plan for selecting the sample from the population and the method in which the data were obtained. The description of the survey instruments and the number of each sample is covered in this chapter.

In Chapter IV the data from the businesses and industries are arranged and compared according to the information obtained through the survey instruments.

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<sup>1</sup>Lorraine Norma Gaudreau, "Stereotypes of the Blind Toward the Sighted Contemporary Society" (unpublished Doctoral dissertation, Cornell University, 1963), p. 167.



In Chapter V the data from the blind client survey are arranged and tabulated according to the information obtained through the survey instruments.

Chapter VI summarizes the data and describes the conclusions and recommendations of this research study.





## CHAPTER II

### RELATED INFORMATION

#### Introduction

The dearth of research material relating to the occupational status and vocational training of the blind gives mute testimony to the need for such a study. Over one-half of the material that has been written on blind persons working in industry was written during the 1940's.<sup>1</sup> Mr. Robert Barnett stated the general viewpoint concerning the literature about blind persons when he said, "It has long been a source of regret among workers for the blind that the professional literature in the field has been so scant and lacking diversity."<sup>2</sup> A review of the literature for the blind is very limited and repetitious, and in many cases is more emotional than factual in nature.

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<sup>1</sup>Helga Lende, Books About the Blind: A Bibliographical Guide to Literature Relating to the Blind (New York: American Foundation for the Blind, 1953), pp. 193-97.

<sup>2</sup>Robert Barnett, "Preface," Psychological Diagnosis and Counseling of the Adult Blind, ed. by Wilma Donahue and Donald Doberstien (New York: American Foundation for the Blind, 1950).



An overview of the literature by and about blind persons points out the need for more relevant literature on blindness. Howard Leichty stated in The New Outlook for the Blind:

We agree on the need for, and are attempting to contribute actively towards, making relevant literature more accessible, achieving more accurate and uniform bibliographical resources, eliminating semantic confusion, encouraging high-level thinking and research which is significant and sound.<sup>1</sup>

Maxwell Goldberg referred to the total perspective of blindness when he stated: "What research have we really carried out as to how to make blind persons more effective in the field of employment?"<sup>2</sup>

The lack of research material relating to blind persons working in industry seems to be a nation-wide problem. Therefore, it is understandable that the literature dealing with Iowa blind persons is almost non-existent. It has only been in the last six or seven years that articles have been written about Iowa programs for the blind and the industrial climate for the blind in that state.

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<sup>1</sup>Howard M. Leichty, "Editorial," The New Outlook for the Blind, June, 1965, p. 224.

<sup>2</sup>Maxwell H. Goldberg and John R. Swenton, Blindness Research: The Expanding Frontiers (University Park: The Pennsylvania State University Press, 1969), p. 439.



Because of the lack of research in this area, only brief summaries of material related to the general occupational status of the blind, as well as vocational and technical training for the blind were included. In the absence of documented materials, the opinions of experts in the field of work for the blind were cited.

### Literature

In reviewing the literature, it became apparent that the attention of most writers was directed toward attitudes of sighted persons regarding blind persons. Lorraine Norma Gaudreau, however, stated that blind persons, in turn, have attitudes toward the sighted as a result of cultural lag and what the blind person has been influenced to believe through the years.<sup>1</sup>

Riley was referring to this negative influence when he was discussing the conflicts and difficulties often experienced in placing blind persons in industry. He pointed out that the attitudes of blind individuals who thought that they could not function as industrial workers could be traced to the influences of the attitudes that

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<sup>1</sup>Gaudreau, "Stereotypes of the Blind," p. 34.





their families and the public had exerted on them in the past.<sup>1</sup>

Blind persons are often denied employment because the supervisor cannot visualize the blind person performing the task. If the supervisor were to picture himself as being blind, the thought might form in his mind that he could not perform the task; therefore, he would assume that the blind applicant could not function at that job. These preconceived notions would diminish if more blind persons were given the opportunity to prove themselves on the job. Riley also pointed out that it is a weakness of human nature to draw too broad generalizations from limited experience. He went on to say that most people's experiences with blind persons is limited to a few individuals: those they see walking along the street, in the sheltered workshop, in the entertainment field, or regrettably, begging on a street corner.<sup>2</sup>

Many persons voice sweeping generalizations about the extraordinary abilities of the blind by saying they have that "sixth sense" or they have such a delicate and sensitive touch. Then there are, also, those regrettable

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<sup>1</sup>Bob C. Riley, "A Study of the Education of the Young and Adult Blind in Arkansas with Recommendations for an Improved Program" (unpublished Doctoral dissertation, University of Arkansas, 1957), p. 34.

<sup>2</sup>Ibid., p. 35.





generalizations of the "pathetic helplessness" of the blind. Phillip Platt felt there would be a change of attitudes if people would do as he suggested when he said, "It would be better if everyone qualified his generalizations with admission of such limited experiences."<sup>1</sup>

Although our American society stresses achievement and competition, the blind are often rewarded by society in a manner which is disproportionate to their output. Many sheltered workshops are established just for blind persons; industries such as broom and mop-making are an example. Alan Gowen commented on this condition in his book when he said the blind are "seduced" by the stereotyped sighted into playing subservient roles in society. The blind persons are kept well within the safe limits by being offered special rewards for their roles in society. A summary of the limited roles of the blind can be found in his statement that "they are often cloaked in the diffuse role of a poor blind man rather than met in a specific costume appropriate to the action at the moment."<sup>2</sup>

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<sup>1</sup>Phillip S. Platt, "Additional Factors Affecting the Blind," Blindness, ed. by Paul A. Zahl (New Jersey: Princeton University Press, 1959), p. 57.

<sup>2</sup>Alan G. Gowman, The War Blind in the American Society Structure (New York: American Foundation for the Blind, 1957), p. 104.



A blind person's failures are forgiven, overlooked or deemed to occur simply and directly as a result of blindness. Blind persons are judged often on their blindness and not as individuals in society. Interaction flows downward toward blind persons and the norms that are set up to govern the sighted population are exempt to them. Gaudreau said that instrumental norms are modified and restricted for the blind, and the sighted tend to treat the blind with affectivity rather than effective neutrality.<sup>1</sup>

Braverman pointed out in his book one of the extreme attitudes that sighted persons have toward the blind. He said that:

The blind man is prejudged to have either a lack of understanding or at least inadequate understanding of the world in which he lives. It is frequently felt he lives in a "world of his own." His imagination, if he has one, cannot possibly be reality oriented; it must be fantasy.<sup>2</sup>

According to Riley the conflicts and difficulties often experienced in the vocational rehabilitation and placement of blind workers may be traced to the influence which the attitudes of the family and public have on the individual. These attitudes may vitiate the harmonious

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<sup>1</sup>Gaudreau, "Stereotypes of the Blind," p. 166.

<sup>2</sup>Sydell Braverman, "The Psychological Roots of Attitudes Toward the Blind," Attitudes Toward Blindness (New York: American Foundation for the Blind, 1951), pp. 31-32.



interaction between the blind worker and his fellows, extend misunderstandings, and impair a suitable occupational adjustment.<sup>1</sup>

Even the industrial experience of the blind, Herbert Rusalem felt, reflects sighted "minority group" attitudes toward them. He went on to say that when it was difficult to secure workers to aid the "war effort," employers were willing to take blind individuals into their factories. Although after the war most of these blind workers had demonstrated their efficiency as workers, many were dismissed from their jobs. Employers' attitudes appeared to be inflexible and culturally determined.<sup>2</sup>

Monge quoted a man who once wisely said,

The important and decisive factor in life is not what happens to us, but the attitude that we take toward what happens. The surest revelation of one's character is the way one bears one's suffering. The effect that misfortune, handicap, sickness, and sorrow have upon life is determined by the way in which we meet them.<sup>3</sup>

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<sup>1</sup>Riley, "A Study of Adult Blind," p. 35.

<sup>2</sup>Herbert Rusalem, "Environmental Supports of Public Attitudes Towards the Blind," The New Outlook for the Blind, December, 1950, p. 12.

<sup>3</sup>Joseph P. Monge, "Management Views the Handicapped" (address at Annual Conference, President's Committee on Employment of the Handicapped, Washington, D.C., May 3, 1968).







The blind have overcome their problems with blindness but have been hindered by the tentacles of society. Separation, sympathy, classification, and categorization as a minority group in society is not a step for progress. The late Dr. Jacobus tenBroek was speaking for all blind persons when he said, "The blind do not wish to be viewed as a minority group, they deserve their independence."<sup>1</sup>

A change of attitudes will come about when there is more interaction between the general population and minority groups. If persons with various disabilities were looked upon as individuals and not as members of some minority group, there would be more interaction and progress. Lowenfield believed that the problems of the handicapped would be solved only as public attitudes toward minorities attain a more rational character.<sup>2</sup>

Herbert Rusalem pointed out in his study of public attitudes toward the blind that contact between the blind and the public enhances a more favorable attitude.<sup>3</sup>

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<sup>1</sup>Jacobus tenBroek, "Declaration of Independence," The New Outlook for the Blind, October, 1950, p. 211.

<sup>2</sup>Berthod Lowenfield, ed., The Blind Pre-School Child (New York: American Foundation for the Blind, 1947), p. 65.

<sup>3</sup>Rusalem, "Public Attitudes Toward the Blind," p. 277.



Gowman went on to say in his book, The War Blind in the American Society Structure, that he believed that the sighted are not fully aware of the stereotype of blindness for it lacks the more rigid content found in the stereotypes of other minority groups. He felt blindness is surrounded by areas which are amorphous and poorly defined.<sup>1</sup>

Larry Cobb revealed in his study that a direct mail campaign did not increase knowledge or change attitudes toward blindness. He pointed out that the subjects of blindness and the abilities of the blind do not readily lend themselves to an intensive, short-run, informative campaign.<sup>2</sup> This study seemed to substantiate the observation Rusalem made some fifteen years earlier when he said that employer's attitudes appeared to be inflexible and culturally determined.<sup>3</sup>

Alexander Leighton was thinking of the problem of changing attitudes when he spoke of the supervisor by saying:

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<sup>1</sup>Gowman, The War Blind, p. 103.

<sup>2</sup>Larry G. Cobb, "A Study of the Effects on a Direct Mail Campaign on Attitudes and Knowledge Among Iowa Manufacturers Concerning the Employment of the Blind" (unpublished Master's thesis, University of Iowa, 1965), p. 75.

<sup>3</sup>Rusalem, "Public Attitudes Toward the Blind," p. 12.



Every person has a lore he believes regarding the behavior and motive of other human beings, a lore which he has been storing since childhood and by which he interprets what is happening. Some of it comes from patterns in the culture. If he has been successful enough to be a policy maker, he is very likely to be strongly convinced that most of his ideas are right. Furthermore since there is high esteem in our society rendered to those "know people" he will jealously guard his reputation as a judge of man.<sup>1</sup>

These strongly-imbedded attitudes in persons that have control and influence on our society hinder the progress and freedom of blind persons in the community. These attitudes would change if blind persons were given the opportunity to participate in the many activities in the community. Lorraine Gaudreau indicated one of the best public realtions programs for changing attitudes when she said that, "the most effective advertising are the blind persons who are effectively working at their jobs."<sup>2</sup>

In reviewing "Hope Deferred: Public Welfare of the Blind," written by the late Jacobus tenBroek, Burman Carter pointed out a principal challenge in the service to the blind. He stated that:

When the training of a blind person was completed--when the goal of productive employment was at hand--the blind often confront a wall of public resistance. The employer does not trust their competence or ability. In the service to the blind this

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<sup>1</sup>Alexander H. Leighton, Human Relations in a Changing World (New York: E. D. Dulton and Co., 1949), pp. 149-50.

<sup>2</sup>Gaudreau, "Stereotypes of the Blind," p. 167.





is the principle remaining challenge--to remove the public doubt of the competence of the blind, to translate public sympathy to public respect.<sup>1</sup>

A state agency for the blind must work closely with its clients and industry if the blind are to gain this public respect and recognition. Parks stressed the importance of better placement services in the state agency. He said that finding employment is frequently a frustrating experience for a blind person, particularly for those possessing few salable skills as well as poor academic preparation. Parks stated that clients want jobs and not counseling--while it seems most counselors are only good at giving advice but not willing to use some shoe leather to help the client find employment.<sup>2</sup>

Manuel Urena told of such public respect and international acclaim for a program for the blind. Urena stated that in order for this recognition to become reality it was necessary for rehabilitation agencies to spend their energies in persuading the public and potential employers about the abilities of the blind rather than concentrating their efforts in counseling their clients on

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<sup>1</sup>Burman Carter, "The Lighted Dark," Saturday Review, June 20, 1959, p. 44.

<sup>2</sup>Roy G. Parks, "First Things First," The Arkansas Optic, November, 1964, p. 2.





how to live with their handicap or adjust to the limitations of their disability.<sup>1</sup>

Urena pointed out that from its inception, the organized blind has said that programs for the blind were still in the dark ages. Nevertheless, under the directorship of Kenneth Jernigan, Director of the Iowa Commission for the Blind, the achievements of the last decade in services for the blind in the State of Iowa are destined to have a telling impact in the work for the blind.<sup>2</sup>

Harold Russell, Chairman, President's Committee on the Employment of the Handicapped, told of Iowa's placing last among the states in the vocational rehabilitation of its blind residents in 1957. During that year only a "handful" of blind persons were even claimed as rehabilitated. Ten years later, the rehabilitation programs of the Iowa Commission for the Blind were unsurpassed anywhere in the world--again a mark for the rest of the nation and world to strive for. It was because of the success and influence of the Iowa program that Russell made the famous remark, "If a person must be blind, it is

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<sup>1</sup>Manuel Urena, "Iowa--Where the Blind do not Lead the Blind," The Braille Monitor (Berkeley, California: The National Federation for the Blind, September, 1969), p. 171.

<sup>2</sup>Ibid.



better to be blind in Iowa than anywhere else in the nation or in the World."<sup>1</sup>

In the January, 1969, issue of Business and Industry, Kenneth Jernigan, Director of the Iowa Commission for the Blind, Des Moines, Iowa, indicated the business climate in Iowa is very good. He pointed out that more and more employers are willing to work with blind persons than ever before. Jernigan went on to say, "Business and industrial leaders in Iowa have shown increasing good will toward hiring a blind person. We are encouraged by this because it means that the blind person has been accepted."<sup>2</sup>

In an article written in late 1964 for the Highland Park News, Mr. Jernigan told of some of the occupations being filled by blind persons. He pointed out how society was changing its attitudes from thinking of blind persons making rugs and doormats to teaching, law and working in industry. The article also cited a blind biochemist at the College of Osteopathy in Des Moines, Iowa.<sup>3</sup>

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<sup>1</sup>Russell, "If a Person Must be Blind."

<sup>2</sup>"Who Says the Blind Can't Hold Jobs in Industry?," Business and Industry, January, 1969, p. 118.

<sup>3</sup>Kenneth Jernigan, "Voice of the People," Highland Park News, December 24, 1964, p. 2, col. 1.



Dean Swearington, head of the data processing department of Dial Finance, Des Moines, had this to say about a blind computer programmer, "We have a real high opinion of Bill. He is factual and knowledgeable. We are very happy with him."<sup>1</sup>

Gilbert Kingery, systems project engineer, Collins Radio, Cedar Rapids, made this comment about a blind Iowan who is an electrical engineer. "He is doing a very good job for us. We feel he is a definite asset in our company. He works on new equipment and refinements on current production equipment."<sup>2</sup>

William Eberlind pointed out in the Cedar Rapids Gazette, "The blind can function as scientists, farmers, electricians, factory workers and skilled technicians. They can perform as housewives, lawyers, teachers and laborers."<sup>3</sup>

A sharp contrast to this favorable climate in Iowa occurred in another state. In this particular case an employee of a company of many years started to lose her eyesight. The administration did not know how to cope

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<sup>1</sup>"Who Says the Blind Can't?," p. 119.

<sup>2</sup>Ibid., p. 121.

<sup>3</sup>William L. Eberline, "Program Opens New Careers for Blind Iowans," The Braille Monitor, April, 1966, p. 40.





with the problem so they contacted the agency for the blind--expecting some sympathy. The company official was very upset when he was informed by the state agency that the blind person should not be "terminated" from the company payroll, but rather, remain with the company as a productive employee. To this the company official commented, "I might have known you would be on her side! It is pretty unrealistic, though, for you to expect a business organization to keep a blind woman on the payroll. What do you want us to do--give her charity?"<sup>1</sup>

It is not unrealistic for a blind woman to be competitive and productive for a business organization. Ken Faulkner, manager of the steno service department, Blue Cross-Blue Shield, Des Moines, Iowa, said this about a blind employee. "She is doing a very, very satisfactory job. She is outstanding under any condition. She can do the most complicated jobs."<sup>2</sup>

There is a statement in the Occupational Outlook Handbook that is an indicator of the potential in the various occupations. The statement is: "the most useful single clue to the prospective employment opportunities in

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<sup>1</sup>McAllister Upshaw, "Blindness as a Factor of Disability," New Outlook for the Blind, November, 1965, p. 302.

<sup>2</sup>"Who Says the Blind Can't?," p. 121.



each occupation is the number of workers in it."<sup>1</sup> With better programs for the blind and more interaction and public contact, attitudes are going to change and opportunities will open up in other states as they have in the State of Iowa for industrial employment of the blind.

### The Role of Industrial Arts

The program at the Iowa Commission for the Blind consists of several departments, one of which is the industrial arts department. The main objective of the industrial arts department is to help the blind person adjust to blindness while introducing some basic machine operation skills.<sup>2</sup> Mr. Jernigan emphasized this point in an article in Business and Industry when he stated there was more involved in machine operation than the vocational training aspect. He pointed out that building of confidence was very important to the success of the blind individual.<sup>3</sup>

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<sup>1</sup>U. S. Department of Labor, Occupational Outlook Handbook: Employment on Major Occupations, Bulletin No. 998 (1951 ed.; Washington, D.C.: U. S. Government Printing Office, 1951), p. 5.

<sup>2</sup>Kenneth Jernigan, private interview, Des Moines, Iowa, September 15, 1969.

<sup>3</sup>"Who Says the Blind Can't?," p. 119.



Meeting the needs and interests of the individual was pointed out by F. Morris Johnson as an important part of industrial arts. He observed that:

With the increasing complexity of the technical industrial society, industrial arts objectives should have been constantly evaluated if the needs, interests and abilities of youth were to be adequately met.<sup>1</sup>

Rex Miller's study was concerned with the needs and personal development of the individual and their relationship to industrial arts. He pointed out that a good industrial arts program should cover the following:

1. It should be exploratory in nature
2. It should have its emphasis on the individual student's personal development
3. It should develop certain personal-social traits in the individual
4. It should contribute to the guidance of the individual.<sup>2</sup>

Meeting the needs and guiding the blind individual toward his fullest personal development seems to be the core of

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<sup>1</sup>F. Morris Johnson, "Industrial Arts Education as a Part of General Education in Colorado Secondary Public Schools" (unpublished Doctoral dissertation, University of Denver, 1963), pp. 41-42.

<sup>2</sup>Rex Miller, "An Examination of the Objectives of Industrial Arts with Respect to Selected Sociological Factors of Contemporary American Society" (unpublished Doctoral dissertation, University of Buffalo, 1961), p. 162.





the industrial arts program at the Iowa Commission for the Blind.

Elwyn Hemken said that to meet the needs and interests of an individual involves more than teaching the person how to operate a power machine. Hemken, who has been blind for several years, is manager of a 280-acre farm in North Central Iowa. He credited the Iowa Commission for the Blind program with giving him self-confidence to continue a productive life in spite of his handicap.<sup>1</sup>

Barlow believed that it never has been the task of vocational education to produce the finished craftsman, but it has been the task to provide the training and related experiences which will enable students to meet requirements for the entry occupation.<sup>2</sup> The industrial arts program at the Commission has this objective for its blind students.

As the change in attitudes and requirements for employment of the blind in industry is slow, so is the change in industrial arts courses for the blind. Many schools that have industrial arts courses do not offer it to blind students because of the "safety" factor. This

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<sup>1</sup>"Iowa Looks Fine to Blind Farmer," Iowa REC News, September, 1968, p. 8.

<sup>2</sup>Melvin L. Barlow, "Vocational Education in the Fabulous Future," Industrial Arts and Vocational Education, October, 1962, p. 10.



may be a result of stereotype feelings that a blind person cannot operate power equipment safely. The schools that do offer industrial arts courses to blind students are usually residential schools for the blind where the course content consists of rug weaving, piano tuning, arts and crafts and many meaningless activities. Many leaders have wanted to change this "restriction" placed on industrial arts courses but are hindered by "archaic" attitudes that are against change.

An example of these attitudes occurred in a school for the blind where one would think that new methods and media for teaching blind persons would be encouraged. Dr. Alton Kloss, Superintendent of the Western Pennsylvania School for Blind Children, proposed to change the industrial arts curriculum to something more meaningful to the student. He wanted to have the selected work-like activities such as chair-caning, basketry, arts and crafts, and sewing eliminated as the core of their pre-vocational program. These activities were a result of community attitudes of what blind persons could do successfully. Because of the strong community feeling of what activities a school for the blind should have,



however, Dr. Kloss was not successful in getting the industrial arts curriculum changed.<sup>1</sup>

Dr. Kloss pointed out that the problem of changing attitudes is not restricted just to industry and business but is also a problem in schools. If more administrators and supervisors in our public schools were influenced to think more positively toward the blind, these changes in the curriculum and school atmosphere would become easier.

A recent study by Kim Bargrud concluded that the professional preparation of industrial education teachers in the area of blindness is also inadequate.<sup>2</sup> With inadequate preparation of industrial arts teachers in the area of blindness it is understandable why most of the industrial arts courses for the blind are not keeping up with the world of work.

It is in a few isolated cases, such as the Iowa Commission for the Blind, Des Moines, Iowa, that something is being done to meet the needs of the blind individual and help him to become independent and self sufficient in society. The needs of the blind individual will only be

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<sup>1</sup>Alton G. Kloss, "Re-Appraisal of Industrial Education of Blind Children," New Outlook for the Blind, February, 1963, p. 71.

<sup>2</sup>Kim J. Bargrud, "Industrial Education for the Visually Limited: The Teacher and His Approaches to Instruction in the Residential School" (unpublished Doctoral dissertation, University of Missouri, 1968).





met when there are opportunities available for him to have the instruction and training he needs for a productive life in his community. Though the training and preparation of the blind person for employment is important, a receptive business and industrial climate is also necessary for a trained blind applicant to become employed and productive.

In order for there to be a better working climate in industry and business there will have to be more interaction between the agencies for the blind and the industrial world. Better training programs and more respect and recognition for blind persons in schools and in occupations can become reality only after there is a working together of these groups.

Le Donne's study of the job requirements of business and industry and the relationship of these requirements to curricular offerings pointed this out. He concluded that there was great need for increased communication and understanding between industries and schools regarding job openings and job requirements.<sup>1</sup>

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<sup>1</sup>Peter Anthony Le Donne, "A Study of the Job Requirements of Business and Industries in the Greater Delaware Valley Area Employing Between 100 and 299 Persons and the Relationship of these Requirements to Curricular Offerings in Delaware County High Schools" (unpublished Doctoral dissertation, Temple University, 1964).



### Summary

Due to the lack of data concerning the employment of blind persons, only brief summaries of material related to the employment of the blind were reviewed. In the absence of documented materials, the opinions of experts in the field of work with the blind were cited. This information was obtained from booklets, articles and papers. Much of the data concerning the Iowa Blind was acquired through annual reports, pamphlets and interviews at the Iowa Commission for the Blind.

The majority of the literature revealed that attitudes of sighted persons toward the blind have been the determining factor in what a blind person was able to accomplish. The menial tasks performed by blind persons were not a result of their abilities but, rather, a result of "archaic" attitudes of the sighted toward the blind.

The purpose of the industrial arts program at the Iowa Commission for the Blind was discussed in an interview with the director of the school. The importance of the experiences in the industrial arts laboratory to the blind client's future success in Iowa businesses and industries was confirmed in the interview.



## CHAPTER III

### STATEMENT OF THE PROBLEM

The purpose of this study was to investigate the hiring policies of Iowa businesses and industries with respect to the employment of blind persons. This study was also concerned with the opinions of blind clients of the Iowa Commission for the Blind with respect to the industrial arts program at the Iowa Commission for the Blind.

#### Description of Population and Instruments

There were two survey instruments used to obtain this information. One survey instrument was sent to both small and large Iowa businesses and industries. The responses of these questionnaires (Surveys "S" and "L") were marked so the data from each group were compared to see if there were any differences in hiring policies according to the size of the business or industry.

The questionnaire for Surveys "S" and "L" was developed with the aid of a jury of twenty professional workers for the blind. The names of these jury members were obtained from the Office of the President, National Federation of the Blind, Des Moines, Iowa (Appendix A).





Statements were selected and sent to the jury members under a cover letter explaining the purpose of the Questionnaire (Appendix A).

The jury members were asked to either change or add to the statements as they deemed necessary. After the questionnaires were returned from the jury in the self-addressed stamped envelopes, they were re-organized according to the corrections and suggestions of the jury. The final copy of the questionnaire was divided into two parts.

The first part of the questionnaire consisted of questions pertaining to the size of the company and general information.

The second part of the questionnaire consisted of several statements for the purpose of checking the degree of agreement with each statement. Each statement pertained to the employment of blind persons. The respondents were asked to respond to the statement by indicating Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD).

The statements and questions were arranged on the instrument so the respondent was able to mark the appropriate response with little difficulty. Blanks were provided for a few questions that required a word or two for a response.



The purpose of survey instruments "S" and "L" was to determine the following:

1. What are the hiring policies of Iowa businesses and industries with respect to the employment of blind persons?
2. Do the responses of the large and small businesses and industries differ?
3. What are the jobs that business and industry indicate that blind persons can perform?
4. What are the jobs that business and industry indicate that blind persons cannot perform?
5. What are the major reasons given by industry for hiring or not hiring a blind person?

The second part of this research study was a questionnaire dealing with the effectiveness of the industrial arts program at the Iowa Commission for the Blind. This survey instrument is referred to in this study as Survey "C."

The purpose of Survey "C" was to ascertain the degree to which the employment needs of the blind are being met by the industrial arts program at the Iowa Commission for the Blind. The questionnaires were sent to blind male clients of the Iowa Commission for the Blind who are presently working in large or small Iowa businesses and industries. The survey instrument was



developed from the questions asked in the purpose of this study in Chapter I.

The attention of the questions was concerned with the opinions of blind clients of the Iowa Commission for the Blind in respect to the industrial arts program meeting the demands of industry in job requirements. The survey instrument was arranged so that the respondent could mark, or have marked for him, the appropriate box for his response. Blanks were provided for a few answers to questions that required a word or two for the information requested.

The concern of Survey "C" was directed toward the following questions:

1. Is the Iowa Commission for the Blind a contributing factor in placing the clients in industry and business?
2. Are the demands and requirements of business and industry being met for blind persons by the training programs at the Iowa Commission for the Blind?
3. What significance does the industrial arts program have on the success of the individual in employment?
4. How do the blind clients evaluate the training program at the Iowa Commission for the Blind?





5. What area or areas need more attention in the training program for a better employment climate for blind persons?

Procedure for Collection of Data

The names of the businesses and industries for Survey "S" and "L" were obtained from the Directory of Iowa Manufacturers, 1969-1970.<sup>1</sup> This directory lists each business and industry according to its classification of occupations. Many of the businesses and industries were listed in more than one classification. Because of the many duplications in the directory, a random selection technique was not used. The selections were limited to businesses and industries with occupational tasks that required manipulative functions either hand or machine.

The number of businesses and industries selected from each classification was governed by the distribution of the following criteria: (1) the type of occupations involved in that business or industry, (2) the size of the business or industry, and (3) the geographic location of the business or industry within the state. In order to give a better coverage of the state, an equal number of

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<sup>1</sup>Directory.



each type and size of business and industry was selected from each classification whenever possible. Some compensation was made for areas where there was a concentration of a particular size or type of business or industry. Many of the large businesses and industries were located in the central and eastern portions of the state; therefore, more small businesses and industries were chosen from the western and northern portions of the state.

Survey "S" was sent to 100 businesses and industries listed in the Directory of Iowa Manufacturers, 1969-1970<sup>1</sup> as having from 5 to 500 employees. The total number of returns from this survey was 92 returns or 92 per cent of the population. Eight of these were returned as blanks or only partially filled out. These 8 returns were considered invalid and were not used in any of the analysis of the data.

Survey "L" was sent to 60 large businesses and industries listed in the Directory of Iowa Manufacturers, 1969-1970<sup>2</sup> as having from 501 to over 1,000 employees. The total number of returns from this survey was 57 returns or 95 per cent of the population. Two of these were returned partially answered. These returns were

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<sup>1</sup>Ibid.

<sup>2</sup>Ibid.



considered invalid and were not used in any of the analysis of the data.

Each questionnaire was sent to the business or industry under a cover letter (Appendix B) telling of the study and its purpose. One week after this initial mailing another letter and questionnaire (Appendix B) was sent to the business and industry not responding to the first mailing. A cutoff date was set two weeks after the second mailing.

The names of 30 clients for Survey "C" was obtained from the files in the Office of Rehabilitation, Iowa Commission for the Blind. Only blind males that had graduated from the Iowa Commission for the Blind between the years 1960 to 1968 were selected. Each of these had taken the required course in industrial arts at the school. Twenty-four of the questionnaires for Survey "C" were returned for 80 per cent of the population. All of the questionnaires had been filled out correctly and were used in the analysis of the data.

Survey "C" was treated in the same manner as Surveys "S" and "L" in that the questionnaire was sent with a cover letter (Appendix C) explaining the purpose of the instrument. Inclosed with each questionnaire was a self-addressed stamped envelope for its return. One week after the initial mailing another letter (Appendix C) and





questionnaire was sent to the blind clients not responding to the first mailing. A cutoff date was set two weeks after the second mailing.

### Treatment of the Data

Tables and written explanation were used to describe the data obtained from the survey instruments. This information shows hiring policies that business and industry indicate in respect to the employment of blind persons.

Tables were used to show the responses and comparisons of Surveys "S" and "L" to the statements and questions of the questionnaire. The tables also show the number and percentage of responses to each statement or question.

The tabulation of the data from Survey "C" disclosed the evaluation of the blind clients toward the training program at the Iowa Commission for the Blind. Tables were used to show this information.

### Summary

This study consisted of two questionnaires. One questionnaire was sent to Iowa businesses and industries and the other questionnaire was sent to blind male clients of the Iowa Commission for the Blind who are working in Iowa businesses and industries.



One questionnaire (Surveys "S" and "L") was sent to selected Iowa businesses and industries to collect data on their hiring policies in respect to the hiring of blind persons. Survey "S" was sent to businesses and industries that had between 5 to 500 employees and Survey "L" was sent to businesses and industries that had between 501 to over 1,000 employees. A comparison was made between the two to determine any difference that might occur because of the size of the business or industry.

The second questionnaire (Survey "C") was sent to blind male clients of the Iowa Commission for the Blind. Each of these clients had taken the required industrial arts course at the Iowa Commission for the Blind and is now working in an Iowa business or industry. These data were used to show the evaluation of the clients toward the training program at the Iowa Commission for the Blind.

Each of these survey instruments was accompanied by a cover letter describing the purpose of the instrument to the respondent. One week after the initial mailing, a second questionnaire and follow-up letter was sent to those not responding to the first mailing. Two weeks after the second mailing all unreturned or late questionnaires were not tabulated.



Table 1 on the following page is an example of the format used to present the number, percentage, and total of the responses to the statements of questionnaires "S" and "L" which require degrees of positive and negative responses.

A similar format was used to present the data from questions regarding demographic information on Surveys "S," "L," and "C."









## CHAPTER IV

### ANALYSIS OF BUSINESS AND INDUSTRY DATA

One of the purposes of this study was to investigate the hiring policies of Iowa businesses and industries with respect to the employment of blind persons. This chapter presents the data collected and analyzes the data as outlined in Chapter III.

#### Characteristics of the Population

The respondents solicited were Iowa businesses and industries listed in the Directory of Iowa Manufacturers, 1969-1970.<sup>1</sup> Each survey instrument was sent to the person listed in the directory as the individual in charge of personnel at that business or industry. In most cases this was the plant manager; however, in several cases, instruments were sent to the president or vice-president of the company.

Survey "L" was sent to 60 large businesses and industries and Survey "S" was sent to 100 small businesses and industries. The large businesses and industries were those listed in the directory as employing over 500

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<sup>1</sup>Directory.



persons and the small businesses and industries as those employing less than 500 but more than 5 employees. The instrument was the same for both large and small businesses and industries.

Questionnaires were sent to each of the 160 businesses and industries. One week after the initial mailing there were 110 returns from the respondents or 68.27 per cent of the sample. Sixty-four additional questionnaires were sent on this second mailing. A total of 149 questionnaires were received 3 weeks after the initial mailing, or 92.12 per cent of the total sample.

The total number of returns from Survey "L" was 57 or 95 per cent of the large business and industry sample. Two of these were returned partially answered. These 2 returns were considered invalid and were not used in any of the analysis of data. The data on the following tables show the responses of the 55 completed questionnaires from the large businesses and industries (Survey "L").

The total number of returns from Survey "S" was 92 or 92 per cent of the small businesses and industry sample. Eight of these were returned blank or partially answered. These 8 returns were considered invalid and were not used in the analysis of the data. The data on the following tables show the responses of the 84 completed Survey "S" questionnaires.





The data on the following tables show the number and percentage of responses for each item on the questionnaire. Whenever there was no response of more than one response marked for an item, this information was classified as indeterminate.

#### Item 1

Item 1 asked the respondent to indicate if his business or industry employed over 500 persons. Ten businesses and industries or 10 per cent of Survey "S" marked yes on their questionnaires. These responses indicate that some growth in the number of employees had taken place since their classification in the Directory of Iowa Manufacturers, 1969-1970.<sup>1</sup> Fifty per cent of these 10 qualified their answer of yes by stating they employed over 500 employees only at peak production. These qualifying responses seemed to indicate that the average number of yearly employees was less than 500; therefore, these 10 were considered small businesses and industries as indicated in the directory. There was no change in the status on the large businesses and industries in Survey "L."

#### Item 2

Table 2 shows that over four-fifths (82 per cent) of all respondents do not vary their type of medical

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<sup>1</sup>Ibid.



examination with the type of job an applicant is applying for. There was less than 2 per cent difference in the responses of the large and small businesses and industries to Item 2.

TABLE 2.--Distribution of responses of small and large businesses and industries to Item 2, "Does your medical exam vary with the type of job the applicant is applying for?"

| Respondent | Yes |      | No  |      | Indeter-<br>minant |     |
|------------|-----|------|-----|------|--------------------|-----|
|            | N   | %    | N   | %    | N                  | %   |
| Survey "S" | 13  | 15.5 | 68  | 82.2 | 3                  | 3.6 |
| Survey "L" | 10  | 18.2 | 46  | 81.8 | 0                  | 0   |
| Total      | 23  | 16.5 | 114 | 82.0 | 3                  | 2.1 |

### Item 3

Table 3 shows that both large and small businesses and industries have on-the-job training programs. Forty-two (76.4 per cent) of the large businesses and industries and 52 (61.9 per cent) of the small businesses and industries responded yes to the item. Twenty-nine (34.4 per cent) of the small and 13 (23.6 per cent) of the large indicated they did not have on-the-job training programs.



TABLE 3.--Distribution of responses of small and large businesses and industries to Item 3, "Do you have an on-the-job training program?"

| Respondent | Yes |       | No |       | Indeterminant |     |
|------------|-----|-------|----|-------|---------------|-----|
|            | N   | %     | N  | %     | N             | %   |
| Survey "S" | 52  | 61.90 | 29 | 34.52 | 3             | 3.6 |
| Survey "L" | 42  | 76.40 | 13 | 23.60 | 0             | 0   |
| Total      | 94  | 67.60 | 42 | 30.20 | 3             | 2.2 |

#### Items 4, 5, 6

The responses to Items 4, 5, and 6 on the survey instrument indicate that the large and small businesses and industries are generally in agreement on the listed educational requirements. Over 48 per cent of the total sample indicated that they do require an eighth grade education and over 48 per cent of the total sample indicated that they do not require an eighth grade education. Table 4 illustrates this point. Table 5 shows that 69 per cent of the total sample does not require a high school diploma. Nearly 30 per cent indicated that they require a high school diploma.

Table 6 shows that only 9 (16.4 per cent) of the large and 8 (9.5 per cent) of the small businesses and industries require some form of college training. One





hundred fifteen (82.7 per cent) of the respondents indicated they did not require any form of college training.

TABLE 4.--Distribution of responses of small and large businesses and industries to Item 4, "Do you require more than an eighth grade education?"

| Respondent | Yes |      | No |      | Indeterminant |     |
|------------|-----|------|----|------|---------------|-----|
|            | N   | %    | N  | %    | N             | %   |
| Survey "S" | 41  | 48.8 | 40 | 47.6 | 3             | 3.6 |
| Survey "L" | 27  | 49.1 | 27 | 49.1 | 1             | 1.8 |
| Total      | 68  | 48.9 | 67 | 48.2 | 4             | 2.9 |

TABLE 5.--Distribution of responses of small and large businesses and industries to Item 5, "Do you require a high school diploma?"

| Respondent | Yes |      | No |      | Indeterminant |     |
|------------|-----|------|----|------|---------------|-----|
|            | N   | %    | N  | %    | N             | %   |
| Survey "S" | 24  | 28.6 | 58 | 69.0 | 2             | 2.4 |
| Survey "L" | 17  | 30.9 | 38 | 69.1 | 0             | 0   |
| Total      | 41  | 29.3 | 96 | 69.5 | 2             | 1.2 |



TABLE 6.--Distribution of responses of small and large businesses and industries to Item 6, "Do you require some form of college training?"

| Respondent | Yes |      | No  |      | Indeter-<br>minant |      |
|------------|-----|------|-----|------|--------------------|------|
|            | N   | %    | N   | %    | N                  | %    |
| Survey "S" | 8   | 9.5  | 71  | 84.5 | 5                  | 5.96 |
| Survey "L" | 9   | 16.4 | 44  | 80.0 | 2                  | 3.6  |
| Total      | 17  | 12.2 | 115 | 82.7 | 7                  | 5.1  |

Items 7,8,9

Tables 7 and 8 show that over four-fifths of the businesses and industries have not had a blind employee. Only 6 (10.6 per cent) of the large and 5 (5.8 per cent) of the small businesses and industries presently employ blind persons. Table 9 shows that 16 (29.09 per cent) of the large businesses and industries indicated that they had one or more blind applicants for a total of 32 in the past 5 years. Eleven (13.09 per cent) of the small businesses and industries indicated that they had one or more blind applicants for a total of 37 during the same period of time.



TABLE 7.--Distribution of responses of small and large businesses and industries to Item 7, "Have you ever employed a blind person?"

| Respondent | Yes |      | No  |      | Indeter-<br>minant |     |
|------------|-----|------|-----|------|--------------------|-----|
|            | N   | %    | N   | %    | N                  | %   |
| Survey "S" | 8   | 9.5  | 72  | 85.7 | 4                  | 4.8 |
| Survey "L" | 11  | 20.0 | 44  | 80.0 | 0                  | 0   |
| Total      | 19  | 13.6 | 116 | 83.5 | 4                  | 2.9 |

TABLE 8.--Distribution of responses of small and large businesses and industries to Item 8, "Do you employ a blind person at the present time?"

| Respondent | Yes |      | No  |      | Indeter-<br>minant |     |
|------------|-----|------|-----|------|--------------------|-----|
|            | N   | %    | N   | %    | N                  | %   |
| Survey "S" | 5   | 5.9  | 76  | 90.5 | 3                  | 3.6 |
| Survey "L" | 6   | 10.9 | 49  | 89.1 | 0                  | 0   |
| Total      | 11  | 7.9  | 126 | 90.0 | 3                  | 2.1 |

### Item 10

The information in Tables 10 through 14 represent the responses made by the large and small businesses and industries to Item 10 on the survey instrument. This question asked the respondent to indicate what items they





TABLE 9.--Distribution of responses of small and large businesses and industries to Item 9, "How many blind persons have applied for employment with your company in the past five years?"

| Respondent | Had Blind Applicants |     | Number of Blind Applicants |   |   |   |   |   |   |   | Total |
|------------|----------------------|-----|----------------------------|---|---|---|---|---|---|---|-------|
|            | Yes                  | No  | 1                          | 2 | 3 | 4 | 5 | 6 | 7 | 8 |       |
| Survey "S" | 11                   | 73  | 5                          | 0 | 3 | 1 | 1 | 1 | 0 | 1 | 37    |
| Survey "L" | 16                   | 39  | 8                          | 4 | 1 | 0 | 1 | 1 | 1 | 0 | 32    |
| Total      | 27                   | 112 | 13                         | 4 | 4 | 1 | 2 | 2 | 1 | 1 | 69    |



would require in a blind applicant's background to qualify for a specific job in their company. More of these items were required in a blind applicant's background by the large businesses and industries than were required by the smaller businesses and industries.

Part A.--Table 10 shows that over 53 per cent of the total sample would require trade and vocational training as a part of the blind applicant's background when applying for a specific job. Thirty per cent of the large and 23 per cent of the small businesses and industries indicated that they did not require trade and vocational training for a blind applicant's background. Over one-fourth of the small businesses and industries did not respond.

TABLE 10.--Distribution of responses of small and large businesses and industries to Item 10, Part A, "To qualify for a specific job in your company, should a blind applicant's background include: trade and vocational school training?"

| Respondent | Yes |       | No |       | Indeter-<br>minant |       |
|------------|-----|-------|----|-------|--------------------|-------|
|            | N   | %     | N  | %     | N                  | %     |
| Survey "S" | 42  | 50.0  | 20 | 23.81 | 22                 | 26.19 |
| Survey "L" | 32  | 58.18 | 17 | 30.91 | 7                  | 10.91 |
| Total      | 74  | 53.24 | 37 | 26.62 | 29                 | 20.14 |



Part B.--Table 11 shows that over 52 per cent of the large and 28 per cent of the small businesses and industries do not think that work experience is important for a blind applicant to qualify for employment. Over 44 per cent of the total sample indicated that work experience was an important item in a blind applicant's background. Twenty-three (27.38 per cent) of the small businesses and industry respondents did not answer this question.

TABLE 11.--Distribution of responses of small and large businesses and industries to Item 10, Part B, "To qualify for a specific job in your company, should a blind applicant's background include: work experience?"

| Respondent | Yes |       | No |       | Indeterminant |       |
|------------|-----|-------|----|-------|---------------|-------|
|            | N   | %     | N  | %     | N             | %     |
| Survey "S" | 37  | 44.05 | 24 | 28.57 | 23            | 27.38 |
| Survey "L" | 25  | 45.45 | 29 | 52.73 | 1             | 1.82  |
| Total      | 62  | 44.60 | 53 | 38.13 | 24            | 17.27 |

Part C.--Table 12 shows that 29 (52.73 per cent) of the large businesses and industries indicated that a general knowledge of that specific trade is important for a blind applicant's background to qualify for employment. Twenty-nine (34.52 per cent) of the small businesses and





industries indicated that a general knowledge of that specific trade is necessary. Twenty-three (27.38 per cent) of the small businesses and industries did not respond to this question.

TABLE 12.--Distribution of responses of small and large businesses and industries to Item 10, Part C, "To qualify for a specific job in your company, should a blind applicant's background include: general knowledge of that trade?"

| Respondent | Yes |       | No |       | Indeterminant |       |
|------------|-----|-------|----|-------|---------------|-------|
|            | N   | %     | N  | %     | N             | %     |
| Survey "S" | 29  | 34.52 | 32 | 38.10 | 23            | 27.38 |
| Survey "L" | 29  | 52.73 | 20 | 36.36 | 6             | 10.91 |
| Total      | 58  | 41.73 | 52 | 37.41 | 29            | 20.86 |

Part D.--Table 13 shows that the large businesses and industries were nearly equal in their responses favoring prior experience as a trade and not favoring prior experience at that trade as a requirement for a blind applicant's background. For the small businesses and industries, however, the respondents tended to feel that experience need not be required.



TABLE 13.--Distribution of responses of small and large businesses and industries to Item 10, Part D, "To qualify for a specific job in your company, should a blind applicant's background include: experience at that trade?"

| Respondent | Yes |       | No |       | Indeterminant |       |
|------------|-----|-------|----|-------|---------------|-------|
|            | N   | %     | N  | %     | N             | %     |
| Survey "S" | 23  | 27.38 | 37 | 44.05 | 24            | 28.57 |
| Survey "L" | 25  | 45.45 | 23 | 41.82 | 7             | 12.73 |
| Total      | 48  | 34.53 | 60 | 43.17 | 31            | 22.30 |

Part E.--Table 14 shows that 29 (52.73 per cent) of the large businesses and industries indicated that technical trade training is an important part of a blind applicant's background when he applies for a specific job. Only 25 (19.76 per cent) of the small businesses and industries felt that technical trade training is important in a blind applicant's background. Twenty-seven per cent of the small business and industry survey did not respond to this question.

#### Item 11

Table 15 indicates that over 50 per cent of the small businesses and industries and 45 per cent of the large businesses and industries would refer an employee with eye problems to the Iowa Commission for the Blind.



TABLE 14.--Distribution of responses of small and large businesses and industries to Item 10, Part E, "To qualify for a specific job in your company, should a blind applicant's background include: technical trade training in that trade?"

| Respondent | Yes |       | No |       | Indeterminant |       |
|------------|-----|-------|----|-------|---------------|-------|
|            | N   | %     | N  | %     | N             | %     |
| Survey "S" | 25  | 29.76 | 36 | 42.86 | 23            | 27.38 |
| Survey "L" | 29  | 52.73 | 23 | 41.82 | 3             | 5.45  |
| Total      | 54  | 38.85 | 59 | 42.45 | 26            | 18.70 |

TABLE 15.--Distribution of responses of small and large businesses and industries to Item 11, "If an employee of yours would develop eye problems and lose his sight, where would you refer this person for help?"

| Respondent | Iowa Commission |       | Other |       | Indeterminant |       |
|------------|-----------------|-------|-------|-------|---------------|-------|
|            | N               | %     | N     | %     | N             | %     |
| Survey "S" | 45              | 53.57 | 19    | 22.62 | 20            | 23.81 |
| Survey "L" | 25              | 45.45 | 18    | 32.73 | 12            | 21.82 |
| Total      | 70              | 50.36 | 37    | 26.62 | 32            | 23.02 |

Twenty-three per cent of the small and 21 per cent of the large businesses and industries were indeterminate as to whom they would refer an employee who developed eye





problems. Some of the choices other than the Iowa Commission for the Blind were: Rehabilitation, 10 (7.2 per cent); company or family doctor, 11 (7.9 per cent); Iowa Employment Commission, 5 (3.6 per cent); Vinton School for the Blind, 5 (3.6 per cent); and Iowa Association of the Blind, 12 (8.6 per cent).

#### Item 12

Over two-thirds (70.24 per cent) of the small business and industry respondents indicated that they had never been contacted by a public or private agency concerning the employment of a blind person. Thirty-three (60.0 per cent) of the large businesses and industries indicated they had never been contacted concerning the employment of a blind person. Only 10 (7.19 per cent) of the total sample had frequent contact with an agency concerning the employment of a blind person.

#### Item 13

Table 17 shows that over 74 per cent of the respondents agree that Iowa has a very well-known program for the blind.

#### Item 14

Table 18 reveals that 84 (60.43 per cent) of all respondents have not had any contact with the Iowa Commission for the Blind.



TABLE 16.--Distribution of responses of small and large businesses and industries to Item 12, "How often are you contacted by private or public agencies for the blind concerning the employment of a blind person?"

| Respondent | Never |       | Seldom |       | Frequent |      | Indeterminate |      |
|------------|-------|-------|--------|-------|----------|------|---------------|------|
|            | N     | %     | N      | %     | N        | %    | N             | %    |
| Survey "S" | 59    | 70.24 | 15     | 17.86 | 6        | 7.14 | 4             | 4.76 |
| Survey "L" | 33    | 60.0  | 18     | 32.73 | 4        | 7.27 | 0             | 0    |
| Total      | 92    | 66.19 | 33     | 23.74 | 10       | 7.19 | 4             | 2.88 |

TABLE 17.--Distribution of responses of small and large businesses and industries to Item 13, "Does Iowa have a very well-known program for the blind in the State of Iowa?"

| Respondent | Yes |       | No |       | Indeterminant |       |
|------------|-----|-------|----|-------|---------------|-------|
|            | N   | %     | N  | %     | N             | %     |
| Survey "S" | 65  | 77.38 | 10 | 11.91 | 9             | 10.71 |
| Survey "L" | 39  | 70.81 | 10 | 18.18 | 6             | 10.91 |
| Total      | 104 | 74.82 | 20 | 14.39 | 15            | 10.79 |



TABLE 18.--Distribution of responses of small and large businesses and industries to Item 14, "Have you ever had any contact with the Iowa Commission for the Blind?"

| Respondent | Yes |       | No |       | Indeter-<br>minate |      |
|------------|-----|-------|----|-------|--------------------|------|
|            | N   | %     | N  | %     | N                  | %    |
| Survey "S" | 26  | 30.95 | 54 | 64.29 | 4                  | 4.76 |
| Survey "L" | 26  | 47.27 | 30 | 54.55 | 0                  | 0    |
| Total      | 52  | 37.41 | 84 | 60.43 | 4                  | 2.17 |

Data Concerning Statements  
on Blind Workers

This part of the study analyzed the responses to the statements concerning blind workers. Responses to each statement are shown in table form, illustrating frequency and percentage of Survey "S" and "L." Accompanying each table is an analysis of the data presented.

Item 15

Nearly 100 per cent of the total sample indicated that they agree that blind persons can do more today than they could do 25 years ago. Only one respondent reacted negatively to the statement (see Table 19).





TABLE 19.--Distribution of responses of small and large businesses and industries to Item 15, "Blind persons can do more today than they could do 25 years ago."

| Respondents | Strongly Agree |       | Agree |       | Disagree |      | Strongly Disagree |   | Indeter-<br>minant |      |
|-------------|----------------|-------|-------|-------|----------|------|-------------------|---|--------------------|------|
|             | N              | %     | N     | %     | N        | %    | N                 | % | N                  | %    |
| Survey "S"  | 42             | 50.0  | 38    | 45.24 | 1        | 1.19 | 0                 | 0 | 3                  | 3.57 |
| Survey "L"  | 25             | 45.45 | 30    | 54.55 | 0        | 0    | 0                 | 0 | 0                  | 0    |
| Total       | 67             | 48.20 | 68    | 48.92 | 1        | .72  | 0                 | 0 | 3                  | 2.16 |



Item 16

Over 82 per cent of the large and 78 per cent of the small businesses and industries agree that both major and minor skilled jobs are good occupations for blind workers. Nearly 17 per cent of the respondents responded negatively to the statement (see Table 20).

Item 17

A total of 75 per cent of both the large and small business and industry sample agree that blind persons can enter professions such as law, medicine, and teaching. Twenty (14.39 per cent) of the total sample disagreed with the statement (see Table 21).

Item 18

Over 76 per cent of all respondents agreed that Iowa has a well-known program for the rehabilitation and training of blind persons. Twenty-three (16.55 per cent) of both large and small businesses and industries disagreed with the statement. Six per cent were indeterminate (see Table 22).

Item 19

Forty-two (76.36 per cent) of the large business and industry sample disagreed and 6 (10.41 per cent) strongly disagreed that highly skilled jobs were "off



TABLE 20.--Distribution of responses of small and large businesses and industries to Item 16, "Major and minor skilled jobs seem to be good occupations where blind persons can work with their hands and be productive."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 13             | 15.48 | 53    | 63.10 | 13       | 15.48 | 1                 | 1.19 | 4                  | 4.76 |
| Survey "L" | 7              | 12.73 | 39    | 70.91 | 9        | 16.36 | 0                 | 0    | 0                  | 0    |
| Total      | 20             | 14.39 | 92    | 66.19 | 22       | 15.83 | 1                 | .72  | 4                  | 2.88 |





TABLE 21.--Distribution of responses of small and large businesses and industries to Item 17, "Professions such as law, medicine and teaching are being filled more and more by blind persons every year."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 7              | 8.33  | 52    | 61.90 | 13       | 10.91 | 0                 | 0    | 12                 | 14.29 |
| Survey "L" | 9              | 16.36 | 36    | 65.45 | 6        | 15.48 | 1                 | 1.82 | 3                  | 5.45  |
| Total      | 16             | 11.51 | 88    | 63.31 | 19       | 13.67 | 1                 | .72  | 15                 | 10.79 |



TABLE 22.--Distribution of responses of small and large businesses and industries to Item 18, "Iowa has a well-known program for the rehabilitation and training of blind persons."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 26             | 30.95 | 42    | 50.0  | 9        | 10.71 | 1                 | 1.19 | 6                  | 9.52 |
| Survey "L" | 16             | 29.09 | 23    | 41.82 | 12       | 21.82 | 1                 | 1.82 | 3                  | 5.45 |
| Total      | 42             | 30.22 | 65    | 46.76 | 21       | 15.11 | 2                 | 1.44 | 9                  | 6.47 |



limits" to blind workers. Seventeen (20.24 per cent) of the small businesses and industries agreed that skilled jobs are "off limits" to blind workers (see Table 23).

#### Item 20

Over 74 per cent of the total sample agree that blind persons are rejected as potential employees due to their many limitations. Only one respondent strongly disagreed and 20 per cent disagreed that blind persons are rejected as potential employees due to their many limitations (see Table 24).

#### Item 21

Over 52 per cent of the large and 58 per cent of the small businesses and industries disagree that a newly blinded employee should retain his same job and occupational status in the company. Forty-five (33.1 per cent) of the total sample agreed that a newly blinded employee should retain his occupational status in the company (see Table 25).

#### Item 22

Both the large and small business and industry respondents responded negatively to this item. Seventy-six per cent of the large business and industry sample and 76 per cent of the small business and industry sample





TABLE 23.--Distribution of responses of small and large businesses and industries to Item 19, "Highly skilled jobs are 'off limits' to blind workers."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeter-<br>minant |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N                  | %    |
| Survey "S" | 2              | 2.38 | 15    | 17.86 | 57       | 67.86 | 4                 | 4.76  | 6                  | 7.14 |
| Survey "L" | 3              | 5.45 | 4     | 7.27  | 42       | 76.36 | 6                 | 10.41 | 0                  | 0    |
| Total      | 5              | 3.60 | 19    | 13.67 | 99       | 71.22 | 10                | 7.19  | 6                  | 4.32 |



TABLE 24.--Distribution of responses of small and large businesses and industries to Item 20, "Blind persons are rejected as potential employees due to their many limitations."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 7              | 8.33  | 56    | 66.67 | 16       | 19.05 | 0                 | 0    | 5                  | 5.59 |
| Survey "L" | 7              | 12.73 | 34    | 61.82 | 13       | 23.64 | 1                 | 1.82 | 0                  | 0    |
| Total      | 14             | 10.07 | 90    | 64.75 | 29       | 20.86 | 1                 | .72  | 5                  | 3.60 |



TABLE 25.--Distribution of responses of small and large businesses and industries to Item 21, "With some re-training a newly blinded employee should retain his same job and occupational status in the company."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N                  | %     |
| Survey "S" | 4              | 4.76 | 20    | 23.81 | 38       | 45.24 | 11                | 13.10 | 11                 | 13.10 |
| Survey "L" | 1              | 1.88 | 21    | 38.18 | 26       | 47.27 | 3                 | 5.45  | 4                  | 7.27  |
| Total      | 5              | 3.60 | 41    | 29.50 | 54       | 46.04 | 14                | 10.07 | 15                 | 10.79 |





disagreed that a qualified blind person could work in their place of business. Twenty-three per cent of the large and 18 per cent of the small businesses and industries indicate that a qualified blind person could work in their business (see Table 26).

#### Item 23

Nearly three-fourths of both the large and small business and industry sample disagreed that a blind person could operate power equipment such as saws, lathes, milling machines and shapers with ease and safety. Twenty-seven per cent of the small business and industry sampling strongly disagreed with the statement. Only 20 per cent of the total sample agreed that a blind person could operate this type of equipment with ease and safety (see Table 27).

#### Item 24

The majority of responses from both the large and small businesses and industries indicate that business and industry believe that the company doctor should give the physical examination because he would know what types of work the blind person could perform. Nearly 50 per cent of all respondents agreed that a company doctor should be the deciding factor in a blind applicant's occupational future (see Table 28).



TABLE 26.--Distribution of responses of small and large businesses and industries to Item 22, "A qualified blind person could work in any position (including my position) in my place of employment."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeter-<br>minant |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N                  | %    |
| Survey "S" | 4              | 4.76 | 11    | 13.10 | 38       | 45.24 | 26                | 30.95 | 4                  | 4.76 |
| Survey "L" | 0              | 0    | 13    | 23.64 | 32       | 58.18 | 10                | 18.18 | 0                  | 0    |
| Total      | 4              | 2.88 | 24    | 17.27 | 70       | 50.36 | 37                | 26.62 | 4                  | 2.88 |



TABLE 27.---Distribution of responses of small and large businesses and industries to Item 23, "A blind person can operate power equipment such as saws, lathes, milling machines and shapers with ease and safety."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeter-<br>minant |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N                  | %    |
| Survey "S" | 4              | 4.76 | 12    | 14.29 | 40       | 47.62 | 23                | 27.38 | 5                  | 5.95 |
| Survey "L" | 4              | 7.27 | 8     | 14.55 | 31       | 56.36 | 11                | 20.0  | 1                  | 1.88 |
| Total      | 8              | 5.76 | 20    | 14.39 | 71       | 51.08 | 34                | 24.76 | 6                  | 4.32 |





TABLE 28.--Distribution of responses of small and large businesses and industries to Item 24, "The company doctor should give the physical examination because he would know what types of work the blind applicant could perform."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 6              | 7.14  | 35    | 41.67 | 30       | 35.71 | 6                 | 7.14 | 7                  | 8.33 |
| Survey "L" | 8              | 14.55 | 27    | 49.09 | 18       | 32.73 | 2                 | 3.64 | 0                  | 0    |
| Total      | 14             | 10.07 | 62    | 44.60 | 48       | 34.53 | 8                 | 5.76 | 7                  | 5.04 |



Item 25

Almost 85 per cent of the total sample indicated that a blind person needs more specialized training to qualify for the same position as a sighted person. About one-fourth of both the large and small businesses and industries strongly agreed with the statement. Only 12 per cent of both large and small samples disagreed with the item (see Table 29).

Item 26

The responses to this statement are almost identical with the responses to the statement that blind persons are rejected as employees because of their many limitations (see Table 24). Over 70 per cent of all respondents agree that a blind person is not considered as a normal and productive employee by most employers. Eight per cent strongly agreed with this statement (see Table 30).

Item 27

Less than 10 per cent of the total sample agreed that only a partially blind person should be considered for a position never filled before by a blind person. Forty-seven (85.46 per cent) of the large and 73 (86.9 per cent) of the small businesses and industries disagreed that only a partially blind person should be considered



TABLE 29.--Distribution of responses of small and large businesses and industries to Item 25, "A blind person would need more specialized training to qualify for the same position as a sighted person."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 20             | 23.18 | 49    | 58.33 | 9        | 10.71 | 1                 | 1.19 | 5                  | 5.95 |
| Survey "L" | 13             | 23.64 | 36    | 65.45 | 5        | 9.09  | 1                 | 1.88 | 0                  | 0    |
| Total      | 33             | 23.74 | 85    | 61.15 | 14       | 10.70 | 2                 | 1.44 | 5                  | 3.60 |





TABLE 30.--Distribution of responses of small and large businesses and industries to Item 26, "A blind employee is not considered as a normal and productive employee by most employers."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 6              | 7.14  | 54    | 64.29 | 17       | 20.24 | 1                 | 1.19 | 6                  | 7.14 |
| Survey "L" | 6              | 10.91 | 35    | 63.64 | 12       | 21.82 | 1                 | 1.82 | 1                  | 1.82 |
| Total      | 12             | 8.63  | 89    | 64.03 | 29       | 20.36 | 2                 | 1.44 | 7                  | 5.04 |



for a position never filled before by a blind person (see Table 31).

#### Item 28

There was a great difference between the responses of the large and small businesses and industries on this item. Sixty-seven per cent of the small business and industry sample indicated that even with work experience a blind person would have difficulty in being productive in their business. Nearly 60 per cent of the large business and industry sample disagree with the statement. The large and small samples seemed to be opposite each other on this item (see Table 32).

#### Item 29

Only 5.95 per cent of the small business and industry sample and 1.82 per cent of the large business and industry sample disagreed with this statement. Over 91 per cent of the total sample was in agreement that there would be more blind persons working in business and industry if they were given more opportunity to demonstrate their ability to perform as a productive employee (see Table 33).

#### Item 30

Nearly 50 per cent of the large business and industry sample disagreed that business and industry would



TABLE 31.--Distribution of responses of small and large businesses and industries to Item 27, "Only a partially blind person should be considered for jobs never filled before by a blind person."

| Respondent | Strongly Agree |      | Agree |      | Disagree |       | Strongly Disagree |       | Indeter-<br>minant |      |
|------------|----------------|------|-------|------|----------|-------|-------------------|-------|--------------------|------|
|            | N              | %    | N     | %    | N        | %     | N                 | %     | N                  | %    |
| Survey "S" | 1              | 1.19 | 5     | 5.95 | 67       | 79.26 | 6                 | 7.14  | 5                  | 5.95 |
| Survey "L" | 1              | 1.82 | 5     | 9.09 | 40       | 72.73 | 7                 | 12.73 | 2                  | 3.64 |
| Total      | 2              | 1.44 | 10    | 7.19 | 107      | 76.98 | 13                | 9.35  | 7                  | 5.04 |





TABLE 32.--Distribution of responses of small and large businesses and industries to Item 28, "Even with work experience, a blind person would have difficulty in being productive in my business."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 15             | 17.86 | 42    | 50.0  | 19       | 22.62 | 2                 | 2.38 | 6                  | 7.14 |
| Survey "L" | 5              | 9.09  | 16    | 42.09 | 29       | 52.73 | 4                 | 7.27 | 1                  | 1.82 |
| Total      | 20             | 14.39 | 58    | 41.73 | 48       | 34.53 | 6                 | 4.32 | 7                  | 5.04 |



TABLE 33.--Distribution of responses of small and large businesses and industries to Item 29, "There would be more blind persons working in industry and business if there was more opportunity given to blind persons to demonstrate their ability to perform as a productive employee."

| Respondent | Strongly Agree |       | Agree |       | Disagree |      | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|-------|-------|-------|----------|------|-------------------|------|--------------------|------|
|            | N              | %     | N     | %     | N        | %    | N                 | %    | N                  | %    |
| Survey "S" | 8              | 9.52  | 66    | 78.57 | 3        | 3.57 | 2                 | 2.38 | 5                  | 5.95 |
| Survey "S" | 8              | 4.55  | 46    | 83.64 | 1        | 1.82 | 0                 | 0    | 0                  | 0    |
| Total      | 16             | 11.51 | 112   | 80.58 | 4        | 2.88 | 2                 | 1.44 | 5                  | 3.60 |



endorse on-the-job try-outs for rehabilitated blind workers if an appropriate agency were to pay the blind worker during the initial try-out period. Forty-two per cent of the same sample group agreed that business and industry would endorse such a program. The small business and industry sample was also nearly equal in agreement and disagreement to the statement. Forty-five per cent of the small businesses and industries agreed with the statement and 42 per cent disagreed with the statement. A larger percentage of the large business and industry sample disagreed with the statement than did the small business and industry sample (see Table 34).

#### Item 31

Approximately 50 per cent of the large business and industry sample indicated that they agreed and 49 per cent disagreed that a blind applicant should be considered for employment on the same standards that all other applicants are considered. Thirty-six per cent of the small businesses and industries agreed with the statement and 48.3 per cent disagreed that blind applicants should be considered on the same standards as all other applicants (see Table 35).





TABLE 34.--Distribution of responses of small and large businesses and industries to Item 30, "Business and industry would endorse on-the-job try-outs for rehabilitated blind workers if an appropriate agency were to pay the blind worker during the initial try-out period."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 3              | 3.57 | 38    | 45.24 | 29       | 34.52 | 4                 | 4.76 | 10                 | 11.90 |
| Survey "L" | 1              | 1.82 | 23    | 41.82 | 27       | 49.09 | 3                 | 5.45 | 1                  | 1.82  |
| Total      | 4              | 2.88 | 61    | 43.88 | 56       | 40.29 | 7                 | 5.04 | 11                 | 7.91  |



TABLE 35.--Distribution of responses of small and large businesses and industries to Item 31, "A blind applicant should be considered for employment on the same standards that all other applicants are considered."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 1              | 1.18 | 30    | 35.71 | 41       | 48.81 | 7                 | 8.33 | 5                  | 5.95 |
| Survey "L" | 3              | 5.45 | 25    | 44.45 | 23       | 41.82 | 4                 | 7.27 | 0                  | 0    |
| Total      | 4              | 2.88 | 55    | 39.57 | 64       | 46.04 | 11                | 7.91 | 5                  | 3.60 |



Item 32

Over 70 per cent of the total sample disagreed that most employers would welcome more blind persons into their businesses as a part of their work force. Over 20 per cent of both large and small business and industry samples agreed with the statement (see Table 36).

Item 33

Nearly 70 per cent of the large businesses and industries and 58 per cent of the small businesses and industries indicated that a blind employee's work is equal to or above average when compared to a sighted worker's work. Over one-fourth of the large and 30 per cent of the small businesses and industries disagreed that a blind employee's work compared favorably to that of a sighted worker's work (see Table 37).

Item 34

Fourteen (25.45 per cent) of the large and 16 (19.05 per cent) of the small businesses and industries either gave no response or stated that they did not know if electrical engineering is a field in which blind persons cannot be adequately trained. One-third of the small business and industry sample and 23.64 per cent of the large business and industry sample agreed that electrical engineering was a field for which blind persons could not





TABLE 36.--Distribution of responses of small and large businesses and industries to Item 32, "Most employers would welcome more blind persons into their businesses as a part of their work force."

| Respondent | Strongly Agree |   | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|---|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | % | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 0              | 0 | 18    | 21.43 | 55       | 65.48 | 2                 | 2.38 | 9                  | 10.71 |
| Survey "L" | 0              | 0 | 13    | 23.64 | 38       | 69.09 | 4                 | 7.27 | 0                  | 0     |
| Total      | 0              | 0 | 31    | 22.30 | 93       | 66.91 | 6                 | 4.32 | 9                  | 6.47  |



TABLE 37.--Distribution of responses of small and large businesses and industries to Item 33, "A blind employee's work is equal to or above average when compared to sighted workers."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 2              | 2.38 | 46    | 54.76 | 26       | 30.95 | 0                 | 0    | 10                 | 11.90 |
| Survey "L" | 3              | 5.45 | 35    | 63.64 | 13       | 23.64 | 1                 | 1.82 | 3                  | 5.45  |
| Total      | 5              | 3.60 | 81    | 58.27 | 39       | 35.25 | 1                 | .72  | 13                 | 9.35  |



be adequately trained. Over 45 per cent of all respondents indicated that blind persons could be trained in the field of electrical engineering (see Table 38).

#### Item 35

Over two-thirds of the large businesses and industries disagreed that when an employer learns that a blind person cannot function in his business as an employee, it is a good indication that other blind persons could not function in the same place. Over 57 per cent of the small businesses and industries disagreed with the statement. Thirty-four per cent of the small and 23 per cent of the large businesses and industries agreed that the statement was true (see Table 39).

#### Item 36

Over 83 per cent of the large businesses and industries indicated their willingness to hire a properly trained blind person for a position never filled before by a blind person. Sixty-six per cent of the small businesses and industries indicated they would be willing to hire a properly trained blind person. Only 14.39 per cent of all respondents made a negative response (see Table 40).





TABLE 38.--Distribution of responses of small and large businesses and industries to Item 34, "Electrical engineering is a field that blind persons cannot be adequately trained in."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 0              | 0    | 28    | 33.33 | 35       | 41.67 | 5                 | 5.95 | 16                 | 19.05 |
| Survey "L" | 1              | 1.82 | 12    | 21.82 | 23       | 41.82 | 5                 | 9.09 | 14                 | 25.45 |
| Total      | 1              | .72  | 40    | 28.78 | 58       | 41.73 | 10                | 7.19 | 30                 | 21.58 |



TABLE 39.--Distribution of responses of small and large businesses and industries to Item 35, "When an employer learns that a blind person cannot function in his business as an employee, it is a good indication that other blind persons could not function in the same place."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeter-<br>minant |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N                  | %    |
| Survey "S" | 5              | 5.95 | 24    | 28.57 | 41       | 48.81 | 7                 | 8.33  | 7                  | 8.33 |
| Survey "L" | 1              | 1.82 | 12    | 21.82 | 35       | 63.64 | 6                 | 10.91 | 1                  | 1.82 |
| Total      | 6              | 4.32 | 36    | 25.90 | 76       | 54.68 | 13                | 9.35  | 8                  | 5.76 |



| TABLE 40.--Distribution of responses of small and large businesses and industries to Item 36, "Assuming that an applicant for employment possesses skills that are useful in my business and that his behavior on the job is satisfactory, I would be willing to hire a totally blind person for a position never filled before by a blind person." |                |       |       |       |          |       |                   |      |                    |       |
|---|----------------|-------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
| Respondent  | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|   | N              | %     | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S"  | 5              | 5.95  | 52    | 61.90 | 15       | 17.86 | 2                 | 2.38 | 10                 | 11.90 |
| Survey "L"  | 7              | 12.73 | 39    | 70.91 | 5        | 9.09  | 0                 | 0    | 4                  | 7.27  |
| Total   | 12             | 8.63  | 91    | 65.47 | 20       | 14.39 | 2                 | 1.44 | 14                 | 10.07 |





Item 37

Nearly 64 per cent of the large business and industry sample disagreed that a blind person developing eye problems needs to be transferred to another job or department. Fifty-two per cent of the small businesses and industries indicated that it would not be necessary to transfer an employee with eye problems to another job or department. Twenty-seven per cent of the small and 23 per cent of the large businesses and industries agreed that the person should be transferred to another job or department (see Table 41).

Item 38

Over 72 per cent of the large and 55 per cent of the small businesses and industries disagreed that a newly blinded employee should seek help from an agency for the blind on his own. Twenty-five per cent of the large and 37 per cent of the small business and industry respondents agreed that a newly blinded person should seek help on his own (see Table 42).

Item 39

Thirty-four (61.82 per cent) of the large and 40 (47.62 per cent) of the small businesses and industries felt that if an employee should become blind while on the job, it would not be necessary that he be released for his



TABLE 41.--Distribution of responses of small and large businesses and industries to Item 37, "When an employee of mine develops eye problems on the job, he should be transferred to another job or department."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 4              | 4.76 | 19    | 22.62 | 40       | 47.62 | 5                 | 5.95 | 16                 | 19.05 |
| Survey "L" | 1              | 1.82 | 12    | 21.82 | 32       | 58.18 | 3                 | 5.45 | 7                  | 12.73 |
| Total      | 5              | 3.60 | 31    | 22.30 | 72       | 51.80 | 8                 | 5.76 | 23                 | 16.55 |



TABLE 42.--Distribution of responses of small and large businesses and industries to Item 38, "It would be the responsibility of the newly blinded person to seek help from an agency for the blind on his own."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 0              | 0    | 31    | 36.90 | 43       | 51.19 | 4                 | 4.76 | 6                  | 7.14 |
| Survey "L" | 1              | 1.82 | 13    | 23.64 | 36       | 65.45 | 4                 | 7.27 | 1                  | 1.82 |
| Total      | 1              | .72  | 44    | 31.65 | 79       | 56.83 | 8                 | 5.76 | 7                  | 5.04 |





safety. Forty per cent of the small and 23 per cent of the large business and industry respondents agreed that a newly blinded employee should be released for his safety (see Table 43).

#### Item 40

The large business and industry respondents were nearly equal in their responses toward this statement. Fifty per cent disagreed and 43 per cent agreed that they would like to be contacted concerning the employment of a qualified blind person. Over 57 per cent of the small businesses and industries indicated that they would not like to be contacted by an agency. Twenty-eight per cent of the small business and industry respondents indicated that they would like to be contacted by an appropriate agency concerning the employment of qualified blind persons (see Table 44).

#### Item 41

Almost two-thirds of the large businesses and industries and 50 per cent of the small businesses and industries indicated that blind persons referred by an agency for the blind are as well prepared for a job as non-blind applicants. Thirty-two per cent of the small and 25 per cent of the large business and industry



TABLE 43.--Distribution of responses of small and large businesses and industries to Item 39, "If an employee should become blind while on the job it would be necessary that he be released for his safety."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 5              | 5.95 | 29    | 34.52 | 37       | 44.05 | 3                 | 3.57 | 10                 | 11.90 |
| Survey "L" | 1              | 1.82 | 13    | 21.82 | 30       | 54.55 | 4                 | 7.27 | 7                  | 12.73 |
| Total      | 6              | 4.32 | 42    | 30.22 | 67       | 48.20 | 7                 | 5.07 | 17                 | 12.23 |



TABLE 44.--Distribution of responses of small and large businesses and industries to Item 40, "I would like to be contacted by an appropriate agency about hiring qualified blind persons in my business."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minate |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 0              | 0    | 24    | 28.57 | 42       | 50.0  | 6                 | 7.14 | 12                 | 14.29 |
| Survey "L" | 1              | 1.82 | 23    | 41.82 | 25       | 45.45 | 3                 | 5.45 | 3                  | 5.54  |
| Total      | 1              | .72  | 47    | 33.81 | 67       | 48.20 | 9                 | 6.47 | 15                 | 10.79 |





respondents indicated that agency-referred blind applicants are not as well prepared for a job (see Table 45).

#### Item 42

One-half (52.73 per cent) of the large and 33.3 per cent of the small business and industries respondents agreed that the future employment picture of blind persons working in businesses and industries in the State of Iowa will not change much in the next 5 years. Nearly 60 per cent of the small and 45.46 per cent of the large businesses and industries feel the employment picture would change in the next 5 years for the blind. These responses do not indicate, however, whether these changes will be for better employment conditions or poorer employment conditions for the blind in the next 5 years (see Table 46).

#### Item 43

Part A.--Seventy-two per cent of the large and 64.28 per cent of the small business and industry respondents indicated that education and training are not reasons for failing to hire blind persons. Over one-fourth of both samples agreed that these were factors that influenced the hiring of a blind person (see Table 47).



TABLE 45.--Distribution of responses of small and large businesses and industries to Item 41, "The 'job readiness' of a blind applicant referred by an agency for the blind is not as well prepared for the job as non-blind applicants."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minant |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 0              | 0    | 27    | 32.14 | 41       | 48.81 | 1                 | 1.19 | 15                 | 17.86 |
| Survey "L" | 3              | 5.45 | 11    | 20.0  | 31       | 56.36 | 4                 | 7.27 | 6                  | 10.91 |
| Total      | 3              | 2.16 | 38    | 27.34 | 72       | 51.80 | 5                 | 3.60 | 21                 | 15.11 |



TABLE 46.--Distribution of responses of small and large businesses and industries to Item 42, "The future employment picture of blind persons working in businesses and industries in the State of Iowa will not change much in the next five years."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minate |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 0              | 0    | 28    | 33.33 | 46       | 54.76 | 4                 | 4.76 | 6                  | 7.14 |
| Survey "L" | 1              | 1.82 | 28    | 50.91 | 23       | 41.82 | 2                 | 3.64 | 1                  | 1.82 |
| Total      | 1              | .72  | 56    | 40.29 | 69       | 49.64 | 6                 | 4.32 | 7                  | 5.04 |





TABLE 47.---Distribution of responses of small and large businesses and industries to Item 43, Part A, "Items indicated by employers as reasons for not hiring a blind person: education and training."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minate |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 2              | 2.38 | 22    | 26.19 | 48       | 57.14 | 6                 | 7.14 | 6                  | 7.14 |
| Survey "L" | 0              | 0    | 15    | 27.27 | 37       | 67.27 | 3                 | 5.45 | 0                  | 0    |
| Total      | 2              | 2.38 | 37    | 26.62 | 85       | 61.15 | 9                 | 6.47 | 6                  | 3.60 |



Part B.--Over 72 per cent of the large and 60 per cent of the small businesses and industries agreed that being handicapped or disabled was a reason for not hiring a blind person. One-fourth of the large businesses and industries and 33 per cent of the small indicated that this was not a reason for failing to hire a blind person (see Table 48).

Part C.--Over 90 per cent of the large and 77 per cent of the small businesses and industries agreed that health and safety regulations are reasons for not hiring a blind person. Only 10 per cent of the total sample indicated that health and safety regulations were not reasons for failing to hire a blind person (see Table 49).

Part D.--Only 3 per cent of the large and 7 per cent of the small businesses and industries agreed that blind persons were unreliable employees. Over 90 per cent of the large and 84 per cent of the small business and industry respondents indicate that blind persons are reliable (see Table 50).

Part E.--Eighty-five per cent of the large and 71.4 per cent of the small business and industry respondents disagreed that co-worker reaction was reason for not hiring a blind person. Twenty per cent of the small and 12 per cent of the large businesses and industries agreed



TABLE 48.--Distribution of responses of small and large businesses and industries to Item 43, Part B, "Items indicated by employers as reasons for not hiring a blind person: handicapped or disabled."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeterminate |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|---------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N             | %    |
| Survey "S" | 6              | 7.14 | 45    | 53.57 | 26       | 30.95 | 2                 | 2.38 | 5             | 5.95 |
| Survey "L" | 5              | 9.09 | 35    | 63.64 | 13       | 26.64 | 2                 | 3.64 | 0             | 0    |
| Total      | 11             | 7.91 | 80    | 57.55 | 39       | 28.06 | 4                 | 2.88 | 5             | 3.60 |





TABLE 49.--Distribution of responses of small and large businesses and industries to Item 43, Part C, "Items indicated by employers as reasons for not hiring a blind person: health and safety regulations."

| Respondent | Strongly Agree |       | Agree |       | Disagree |       | Strongly Disagree |      | Indeterminate |      |
|------------|----------------|-------|-------|-------|----------|-------|-------------------|------|---------------|------|
|            | N              | %     | N     | %     | N        | %     | N                 | %    | N             | %    |
| Survey "S" | 15             | 17.86 | 51    | 60.71 | 11       | 13.10 | 2                 | 2.38 | 5             | 5.95 |
| Survey "L" | 11             | 20.0  | 40    | 72.73 | 4        | 7.27  | 0                 | 0    | 0             | 0    |
| Total      | 26             | 18.71 | 91    | 65.47 | 15       | 10.79 | 2                 | 1.44 | 5             | 3.60 |



TABLE 50.--Distribution of responses of small and large businesses and industries to Item 43, Part D, "Items indicated by employers as reasons for not hiring a blind person: unreliable."

| Respondent | Strongly Agree |      | Agree |      | Disagree |       | Strongly Disagree |       | Indeterminate |      |
|------------|----------------|------|-------|------|----------|-------|-------------------|-------|---------------|------|
|            | N              | %    | N     | %    | N        | %     | N                 | %     | N             | %    |
| Survey "S" | 0              | 0    | 6     | 7.14 | 58       | 69.05 | 13                | 15.48 | 7             | 8.33 |
| Survey "L" | 1              | 1.82 | 1     | 1.82 | 41       | 74.55 | 11                | 20.0  | 1             | 1.82 |
| Total      | 1              | .72  | 7     | 5.04 | 99       | 71.22 | 24                | 17.27 | 8             | 5.76 |



that co-worker reaction was an influencing factor in not hiring blind persons (see Table 51).

Part F.--Seventy per cent of all respondents indicated that extra training and supervision were reasons for not hiring a blind person. Twenty-nine per cent of the large and 21 per cent of the small businesses and industries indicated that extra training and supervision were not reasons for failing to hire a blind person. Five per cent of the large business and industry respondents strongly disagreed with the statement (see Table 52).

Part G.--Over 50 per cent of the total sample indicated that insurance regulations were a factor to consider before hiring a blind person. Twenty-four (43.6 per cent) of the large and 22 (26.1 per cent) of the small businesses and industries indicated that insurance regulations were not reasons for failing to hire a blind person (see Table 53).

Part H.--Over 49 per cent of the large businesses and industries agreed and over 49 per cent disagreed that architectural barriers were a reason for not hiring a blind person. The small business and industry sample was nearly as equally divided with 41.6 per cent agreeing and 45.2 per cent disagreeing that architectural barriers were a reason for not hiring a blind person. Seven per cent of the large business and industry sample strongly agreed





TABLE 51.--Distribution of responses of small and large businesses and industries to Item 43, Part E, "Items indicated by employers as reasons for not hiring a blind person: co-worker reaction."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeterminate |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|---------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N             | %    |
| Survey "S" | 1              | 1.19 | 17    | 20.24 | 52       | 61.90 | 8                 | 9.52  | 6             | 7.14 |
| Survey "L" | 1              | 1.82 | 7     | 12.73 | 37       | 67.27 | 10                | 18.18 | 0             | 0    |
| Total      | 2              | 1.44 | 24    | 17.27 | 89       | 64.03 | 18                | 12.95 | 6             | 4.32 |





TABLE 52.--Distribution of responses of small and large businesses and industries to Item 43, Part F, "Items indicated by employers as reasons for not hiring a blind person: extra training and supervision."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minate |      |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %    |
| Survey "S" | 2              | 2.38 | 58    | 69.05 | 18       | 21.43 | 0                 | 0    | 6                  | 7.14 |
| Survey "L" | 2              | 3.64 | 37    | 67.27 | 13       | 23.64 | 3                 | 5.45 | 0                  | 0    |
| Total      | 4              | 2.88 | 95    | 68.35 | 31       | 22.30 | 3                 | 2.16 | 6                  | 4.32 |



TABLE 53.--Distribution of responses of small and large businesses and industries to Item 43, Part G, "Items indicated by employers as reasons for not hiring a blind person: insurance regulations."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeter-<br>minate |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N                  | %     |
| Survey "S" | 7              | 8.33 | 45    | 53.57 | 21       | 25.0  | 1                 | 1.19 | 10                 | 11.90 |
| Survey "L" | 3              | 5.45 | 28    | 50.91 | 22       | 40.0  | 2                 | 3.64 | 0                  | 0     |
| Total      | 10             | 7.19 | 72    | 51.80 | 43       | 30.94 | 3                 | 2.16 | 10                 | 7.19  |



that architectural barriers were a reason for not hiring a blind person (see Table 54).

Part I.--Thirty-six (65.4 per cent) of the large and 43 (51.2 per cent) of the small businesses and industries disagreed with the statement that company policy or attitudes of the hiring officials were reasons for not hiring a blind person. Nineteen (34.5 per cent) of the large and 32 (38 per cent) of the small businesses and industries agreed that company policy or attitudes of hiring officials were reasons for not hiring a blind person (see Table 55).

Part J.--Six (10.7 per cent) of the large and 3 (3.53 per cent) of the small businesses and industries wrote in reasons for not hiring a blind person. Some of these were: a blind person cannot drive a car or truck, no bench work for the blind, no repititious work for the blind, we have no sit-down jobs for the blind, and travel in the shop area is hazardous. About 3 per cent of the total sample indicated that union policy was a reason for not hiring a blind person.

#### Item 44

This asked for any additional comments relative to hiring a blind person. Over 7 per cent of Survey "L" respondents stated that there was a great need for





TABLE 54.--Distribution of responses of small and large businesses and industries to Item 43, Part H, "Items indicated by employers as reasons for not hiring a blind person: architectural barriers."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |      | Indeterminate |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|------|---------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %    | N             | %     |
| Survey "S" | 3              | 3.57 | 32    | 38.10 | 33       | 39.29 | 5                 | 5.95 | 11            | 13.10 |
| Survey "L" | 4              | 7.27 | 23    | 41.82 | 24       | 43.64 | 3                 | 5.45 | 1             | 1.82  |
| Total      | 7              | 5.04 | 55    | 39.57 | 57       | 41.01 | 8                 | 5.76 | 12            | 8.63  |



TABLE 55.--Distribution of responses of small and large businesses and industries to Item 43, Part I, "Items indicated by employers as reasons for not hiring a blind person: company policy or attitudes of hiring officials."

| Respondent | Strongly Agree |      | Agree |       | Disagree |       | Strongly Disagree |       | Indeter-<br>minate |       |
|------------|----------------|------|-------|-------|----------|-------|-------------------|-------|--------------------|-------|
|            | N              | %    | N     | %     | N        | %     | N                 | %     | N                  | %     |
| Survey "S" | 4              | 4.76 | 28    | 33.33 | 35       | 41.67 | 8                 | 9.54  | 9                  | 10.71 |
| Survey "L" | 2              | 3.64 | 17    | 30.91 | 28       | 50.91 | 8                 | 14.55 | 0                  | 0     |
| Total      | 6              | 4.32 | 45    | 32.37 | 63       | 45.32 | 16                | 11.51 | 9                  | 6.47  |



employers to be educated about the capabilities of the blind. Four respondents wrote of the problems they have had with blind employees. Three wrote that they had experienced poor working relations with the Iowa Commission for the Blind. One respondent was very negative toward the Iowa Commission for the Blind program.

#### Summary of the Data

The responses pertaining to the education and training requirements for a blind applicant were distributed nearly equal between the large and small businesses and industries. Nearly one-half of all respondents stated that they required an eighth grade education. Two-thirds of the total sample indicated they do not require a high school diploma. Over four-fifths of the sample do not require any form of college training as a part of a blind applicant's background.

Over 53 per cent of the total sample indicated that they required trade and vocational training as a part of a blind applicant's background for employment. Fifty-two per cent of the large businesses and industries agreed that a general knowledge of that trade was important. Thirty-four per cent of the small businesses and industries felt that a blind applicant should have a general knowledge of that trade for which he is applying.





Forty-three per cent of all respondents did not feel that experience in that specific trade was important.

One hundred sixteen (83.5 per cent) of the business and industry respondents indicated that they had never employed a blind person. Only 11 (7.9 per cent) employ blind persons at the present time. Twenty-nine per cent of the large and 13 per cent of the small business and industry sample have had one or more blind persons applying for employment in the past 5 years. Sixty-six per cent of all respondents have never been contacted by a public or private agency for the blind concerning the employment of a blind person. Over 60 per cent of the total sample have had no contact with the Iowa Commission for the Blind.

Over 97 per cent of the total sample indicated that blind persons can do more today than they could do 25 years ago. Over 90 per cent (see Table 50) believe that blind employees are reliable. Eighty per cent of all respondents agreed that blind persons can work at major and minor skilled jobs, and professions such as law, medicine, and teaching. Over 70 per cent of the large and small businesses and industries feel that blind workers can also work at highly skilled jobs. This data would indicate that blind persons could work in business and industry, yet, Item 20 (see Table 24) shows that 74 per



cent of all respondents agree that blind persons are rejected as potential employees due to their many limitations. Another 70 per cent agreed that a blind person is not considered a normal and productive employee by most employers (see Table 30). Over 71 per cent of the total sample indicated they would not welcome more blind persons into their businesses as part of their work force.

Over 92 per cent of the total sample stated that there would be more blind persons working in business and industry if they were given more opportunity to demonstrate their ability as an employee (see Table 33).

Almost 55 per cent of both the large and small businesses and industries indicated that a blind applicant referred by an agency for the blind was as well prepared for a job as a non-blind applicant.

Nearly 63 per cent of the responses indicated that a blind employee's work was comparable to a sighted worker. Nearly 75 per cent of both the large and small business and industry respondents agreed they would be willing to hire a blind person who was properly trained for a position never filled before by a blind person (see Table 40). Sixty-six per cent of both the large and small businesses and industries, however, disagreed that a qualified blind person could work in their place of business. Sixty-seven per cent of the small businesses and industries indicated



that even with work experience it would be difficult for a blind person to work in their business.

Though 67 per cent of the businesses and industries indicated that they had an on-the-job training program, only 45 per cent stated they would endorse on-the-job try-outs for rehabilitated blind workers if an appropriate agency were to pay the blind worker during the initial try-out period (see Table 34). Only 33 per cent of all respondents indicated that they would like to be contacted by an appropriate agency for the blind about hiring a qualified blind person.

Seventy-two per cent of the large and 60 per cent of the small businesses and industries indicated that a reason for not hiring a blind person is that they are handicapped or disabled. Over 70 per cent of both the large and small businesses and industries indicated that another reason for not hiring a blind person was the necessity for extra training and supervision. Over 71 per cent of the total sample disagreed that a blind person could operate power equipment such as saws, lathes, milling machines and shapers with ease and safety; yet, 70 per cent of both the large and small businesses and industries believe that blind workers can work at highly skilled jobs (see Table 23).





Sixty-three per cent of the large and 49 per cent of the small businesses and industries agreed that a company doctor should give the physical examination because he would know what types of work a blind applicant could perform.

Thirty-six (65.46 per cent) of the large and 43 (51.21 per cent) of the small businesses and industries indicated that company policy or attitudes of hiring officials were reasons for failing to employ a blind person; however, the data from the responses to the previous items on the instrument show a contradiction in company policy and beliefs of the hiring officials toward employing blind persons.

The data on Tables 15 and 17 indicated that the small businesses and industries were more cognizant than the large businesses and industries concerning the Iowa Commission's program for the blind in Iowa. Table 15 shows that over one-half (53.57 per cent) of the small businesses and industries indicated that if an employee developed eye problems, they would refer him to the Iowa Commission for the Blind while two-fifths (45 per cent) of the large business and industry respondents indicated referral to the Iowa Commission. The small businesses and industries were more aware (77.38 per cent) of Iowa's program for the blind (see Table 17) than the larger





businesses and industries (70.91 per cent); yet, the data show that the larger businesses and industries have had twice as much contact with blind workers than the smaller businesses and industries.

Nine per cent of the small businesses and industries have employed a blind person while 20 per cent of the large businesses and industries have employed a blind person. Only 5 per cent of the small and 10 per cent of the large businesses and industries employ blind persons at the present time. Thirteen per cent of the smaller businesses and industries and 29 per cent of the large businesses and industries have had blind persons applying for a job in the past 5 years.

Twenty-five per cent of the small and 40 per cent of the large businesses and industries have had some contact with private or public agencies for the blind concerning the employment of blind persons. Less than one-third (30.9 per cent) of the small businesses and industries have been contacted by the Iowa Commission for the Blind, while nearly one-half (47.3 per cent) of the large businesses and industries have had contact with the Iowa Commission for the Blind. The data from the responses to the mentioned items on the instrument raise some serious questions as to the effectiveness of the Iowa Commission for



the Blind in its efforts to contact both large and small businesses and industries in the State of Iowa.



## CHAPTER V

### ANALYSIS OF CLIENT DATA

As stated in the purpose of Chapter I, the study was also concerned with the opinion of blind clients of the Iowa Commission for the Blind, Des Moines, Iowa, with respect to the industrial arts program. This chapter presents the data collected and analyzes it as outlined in Chapter III.

#### Characteristics of the Population

The respondents solicited were blind male clients of the Iowa Commission for the Blind who had taken the required course in industrial arts at the school from the years 1960 to 1968. The names and addresses of the clients were obtained from the Office of Rehabilitation, Iowa Commission for the Blind. Survey "C" was sent to 30 clients who are presently working in an Iowa business or industry.

Questionnaires were sent to each of the 30 clients. One week after the initial mailing there were 17 returned or 56 per cent of the sample. Thirteen additional questionnaires were sent on the second mailing.





Three weeks after the first mailing the total number of returns was 27 or 90 per cent of the total sample.

The data on the following tables show the number and percentage of responses for each of the items. When no response was made, or more than one choice marked for an item, this information was classified as indeterminate.

#### Item 1

Item 1 asked the respondent to indicate if he presently worked for a business or industry or was self-employed. Ten (39.2 per cent) were self-employed and 16 (61.8 per cent) were working for a company, organization, or business.

#### Item 2

Table 56 shows that 66.6 per cent of the clients were working at the job they were trained for. Seven (25.9 per cent) respondents indicated that they are not working at the job they were trained for. Two (7.41 per cent) did not answer the question.

#### Item 3

Table 57 shows that over 74 per cent of the clients believed that the Iowa Commission for the Blind provided the education necessary for their present jobs. Six (22.2 per cent) responses indicated that the Commission



did not provide an education for the respondents to obtain their present jobs. One client did not answer the question.

TABLE 56.--Distribution of responses of blind male clients to Item 2, "Are you presently working at the job you were trained for?"

| Respondent | Yes |       | No |       | Indeterminate |      |
|------------|-----|-------|----|-------|---------------|------|
|            | N   | %     | N  | %     | N             | %    |
| Survey "C" | 18  | 66.67 | 7  | 25.93 | 2             | 7.41 |

TABLE 57.--Distribution of responses of blind male clients to Item 3, "Did the Iowa Commission for the Blind provide any education necessary for entry into your present job?"

| Respondent | Yes |       | No |       | Indeterminate |      |
|------------|-----|-------|----|-------|---------------|------|
|            | N   | %     | N  | %     | N             | %    |
| Survey "C" | 20  | 74.07 | 6  | 22.22 | 1             | 3.70 |

#### Item 4

Table 58 indicates that 20 (74.1 per cent) clients felt that the Iowa Commission for the Blind helped them in securing their present job. Seven (25.9 per cent) did not obtain their jobs through the Commission.



TABLE 58.--Distribution of responses of blind male clients to Item 4, "Did the Iowa Commission for the Blind help you obtain your present job?"

| Respondent | Yes |       | No |       | Indeter-<br>minate |   |
|------------|-----|-------|----|-------|--------------------|---|
|            | N   | %     | N  | %     | N                  | % |
| Survey "C" | 20  | 74.07 | 7  | 25.93 | 0                  | 0 |

### Item 5

Table 59 shows that one-half (57.2 per cent) of the clients indicated that the Iowa Commission for the Blind provided the training needed for their present job. Eleven (40.7 per cent) responded that the Iowa Commission for the Blind did not provide any training for their present job.

TABLE 59.--Distribution of responses of blind male clients to Item 5, "Did the Iowa Commission for the Blind provide the training needed for your present job?"

| Respondent | Yes |       | No |       | Indeter-<br>minate |   |
|------------|-----|-------|----|-------|--------------------|---|
|            | N   | %     | N  | %     | N                  | % |
| Survey "C" | 16  | 59.26 | 11 | 40.74 | 0                  | 0 |

### Item 6

Table 60 indicates that nearly three-fourths (74.1 per cent) of the respondents indicated they could





not have obtained the training needed for their jobs without the aid of the Iowa Commission for the Blind. Six (22.2 per cent) responded that they could have obtained the training without the aid of the Iowa Commission for the Blind. One client did not answer the question.

TABLE 60.--Distribution of responses of blind male clients to Item 6, "Could you have obtained the same type of training without the aid of the Iowa Commission for the Blind?"

| Respondent | Yes |       | No |       | Indeterminate |      |
|------------|-----|-------|----|-------|---------------|------|
|            | N   | %     | N  | %     | N             | %    |
| Survey "C" | 6   | 22.22 | 20 | 74.07 | 1             | 3.70 |

#### Item 7

Table 61 shows that 70 per cent of the clients indicated that they could not have obtained their present employment without the aid of the Iowa Commission for the Blind. Over 18 per cent indicated that they could have obtained their present employment without the aid of the Iowa Commission for the Blind. Three (11 per cent) were not sure they could have obtained their present jobs without the aid of the Iowa Commission for the Blind.



TABLE 61.--Distribution of responses of blind male clients to Item 7, "Do you believe that you could have obtained your present employment without the aid of the Iowa Commission for the Blind?"

| Respondent | Yes |       | No |       | Indeterminate |       |
|------------|-----|-------|----|-------|---------------|-------|
|            | N   | %     | N  | %     | N             | %     |
| Survey "C" | 5   | 18.52 | 19 | 70.37 | 3             | 11.11 |

### Item 8

Table 62 shows that all respondents indicated that the industrial arts program at the Iowa Commission for the Blind was an important factor in the total training program.

TABLE 62.--Distribution of responses of blind male clients to Item 8, "Do you believe the industrial arts program at the Iowa Commission for the Blind is an important factor in the total training program?"

| Respondent | Yes |       | No |   | Indeterminate |   |
|------------|-----|-------|----|---|---------------|---|
|            | N   | %     | N  | % | N             | % |
| Survey "C" | 27  | 100.0 | 0  | 0 | 0             | 0 |

### Item 9

Table 63 shows that over 18 per cent of the clients indicated self-confidence as the area in which they received the most help while taking the industrial



TABLE 63.--Distribution of responses of blind male clients to Item 9, "Which of the following do you feel the industrial arts program helped you with the most while you were in training?"

| Respondent | Build Self-Confidence |       | Attitude |      | Skills |      | All of the Above |       | None of the Above |      |
|------------|-----------------------|-------|----------|------|--------|------|------------------|-------|-------------------|------|
|            | N                     | %     | N        | %    | N      | %    | N                | %     | N                 | %    |
| Survey "C" | 5                     | 18.52 | 1        | 3.70 | 2      | 7.41 | 17               | 62.96 | 2                 | 7.41 |





arts course at the Iowa Commission for the Blind. Nearly 4 per cent indicated attitude and 7 per cent indicated skills as the area they were helped most by taking the course in industrial arts. Seventeen (62.9 per cent) indicated they were helped in all of these areas. Two clients (7.4 per cent) marked more than one choice.

#### Item 10

Table 64 shows that 13 (48.2 per cent) of the clients indicated that the primary reason for taking the industrial arts portion of the total Iowa Commission training program was that it was required. Eight (29.6 per cent) indicated their primary reason was to build self-confidence. Two (7.4 per cent) clients each indicated individual need and to develop salable skills as their primary reason for taking the industrial arts course. Two other clients (7.4 per cent) had marked two choices and were considered indeterminate.

#### Item 11

Table 65 shows that 48.15 per cent of the clients rated their experience in the industrial arts classes as excellent when compared with the rest of the orientation program. Six (22.22 per cent) rated it above average and 29.6 per cent gave their experience in the industrial arts





TABLE 64.--Distribution of responses of blind male clients to Item 10, "What was your primary reason for taking the industrial arts portion of the total Iowa Commission training program?"

| Respondent | It Was Required |       | Build Self-Confidence |       | Individual Need |      | Develop Sal-able Skills |      | Indeter-minate |      |
|------------|-----------------|-------|-----------------------|-------|-----------------|------|-------------------------|------|----------------|------|
|            | N               | %     | N                     | %     | N               | %    | N                       | %    | N              | %    |
| Survey "C" | 13              | 48.15 | 8                     | 29.63 | 2               | 7.41 | 2                       | 7.41 | 2              | 7.41 |

TABLE 65.--Distribution of responses of blind male clients to Item 11, "How would you rate your experience in the industrial arts classes with the rest of the orientation training program at the Iowa Commission for the Blind?"

| Respondent | Excellent |       | Above Average |       | Average |       | Below Average |   | Waste of Time |   |
|------------|-----------|-------|---------------|-------|---------|-------|---------------|---|---------------|---|
|            | N         | %     | N             | %     | N       | %     | N             | % | N             | % |
| Survey "C" | 13        | 48.15 | 6             | 22.22 | 8       | 29.65 | 0             | 0 | 0             | 0 |



classes as average in relation to the rest of the training program at the Iowa Commission for the Blind.

### Item 12

Table 66 shows that over three-fourths (77 per cent) of the clients rated the total services and training rendered by the Iowa Commission for the Blind as excellent. Eighteen per cent gave the total services and training rendered by the Iowa Commission as good.

TABLE 66.--Distribution of responses of blind male clients to Item 12, "How do you rate the total services and training rendered by the Iowa Commission for the Blind?"

| Respondent | Excellent |       | Good |       | Poor |      |
|------------|-----------|-------|------|-------|------|------|
|            | N         | %     | N    | %     | N    | %    |
| Survey "C" | 21        | 77.78 | 5    | 18.52 | 1    | 3.70 |

### Item 13

Table 67 shows that one (3.7 per cent) client indicated there should be a change in the educational courses and two indicated there should be a change in the industrial arts program. Eighteen per cent of the clients indicated that the Iowa Commission for the Blind needs to make changes in rehabilitation and placement. This point was emphasized quite heavily in the section where the client was asked to specify other areas. In this section



TABLE 67.--Distribution of responses of blind male clients to Item 13, "In what areas do you believe the Iowa Commission for the Blind needs to change its program?"

| Respondent | Rehabilita-<br>tion and<br>Placement |       | Industrial<br>Arts<br>Program |      | Educational<br>Courses |      | Other |       | Indeter-<br>minate |       |
|------------|--------------------------------------|-------|-------------------------------|------|------------------------|------|-------|-------|--------------------|-------|
|            | N                                    | %     | N                             | %    | N                      | %    | N     | %     | N                  | %     |
| Survey "C" | 5                                    | 18.52 | 2                             | 7.41 | 1                      | 3.70 | 11    | 40.74 | 7                  | 25.93 |





40.4 per cent wrote such statements as: the job hunting effort is very lacking, there needs to be a better follow-up program, and there should be more work done in public relations with employers.

A second item that was stressed in this section was that there should be a closer working relationship with the Iowa Braille and Sight Saving School at Vinton, Iowa, and the Iowa Commission for the Blind in Des Moines. Some comments were that the programs of both schools should be under the control of the Iowa Commission for the Blind. This was followed by a statement that there should be more continuity of services and training to both blind children and adults. Others indicated a need for more work with the school age (under 17) child. One client commented that it would be immeasurably better for blind students from the Iowa Braille and Sight Saving School to receive the Iowa Commission training and exposure while at an age more receptive to change and to habit formation.

Twenty-three per cent gave no response to Item 14.

#### Summary of the Data

Two-thirds of the clients are working at the jobs they were trained for. Seventy-four per cent stated that the Iowa Commission for the Blind provided the education necessary for entry into their present jobs. Fifty-nine



per cent indicated the Iowa Commission provided the training needed for their present jobs. Over 74 per cent indicated they could not have obtained the same type of training without the aid of the Iowa Commission for the Blind. Twenty (74.07 per cent) clients indicated that the Iowa Commission for the Blind helped them obtain their present jobs. Nineteen (70.37 per cent) felt that they could not have obtained their present jobs without the aid of the Iowa Commission for the Blind (see Table 60).

One hundred per cent of the clients indicated that the industrial arts program at the Iowa Commission for the Blind was an important factor in the total training program. Forty-eight per cent of the clients rated their experiences in the industrial arts classes as excellent. Sixty-two per cent indicated they were given the most help in the industrial arts program through the building of self-confidence, changing of attitudes, and developing salable skills; yet, 48 per cent indicated the primary reason for taking the industrial arts portion of the total Iowa Commission training program was that the industrial arts portion was required.

Though 77 per cent of the clients rated the total services and training rendered by the Iowa Commission for the Blind as excellent, 18 per cent said the program was good and 3.7 per cent indicated the services and training



rendered were poor. Forty per cent of the clients wrote such statements on the questionnaire as: the job hunting effort is very lacking, there needs to be a better follow-up program, and there should be more work done in public relations with employers. Eighteen per cent of the clients commented that there needs to be some changes made in rehabilitation and placement. The data pertaining to the business and industry survey also indicated the need for better public relations, rehabilitation and placement.

Some of the other areas that were indicated by the clients needing to be changed or improved were as follows: educational services (3.7 per cent) and the industrial arts program (7.4 per cent).





## CHAPTER VI

### SUMMARY; FINDINGS; AND CONCLUSIONS, IMPLICATIONS AND RECOMMENDATIONS

#### Summary

The purpose of this study was to investigate the hiring policies of selected Iowa businesses and industries with respect to the employment of blind persons. This study was also concerned with the opinions of blind clients of the Iowa Commission for the Blind with respect to the industrial arts program at the Iowa Commission for the Blind, Des Moines, Iowa.

Two populations were surveyed in this study. One population consisted of two samples of the Iowa businesses and industries listed in the Directory of Iowa Manufacturers, 1969-1970.<sup>1</sup> One of the samples was made up of 60 large businesses and industries having 500 or more employees. The second sample was made up of 100 small businesses and industries having more than 5 but less than 500 employees. The other population consisted of the blind clients of the Iowa Commission for the Blind. The names of 30 clients presently employed in an Iowa business or

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<sup>1</sup>Directory.





industry were supplied by the school. Each of the clients in this sample had taken the industrial arts course while at the Iowa Commission for the Blind.

The instrument (Surveys "S" and "L") used to gather data on the Iowa businesses and industries was developed with the aid of a jury of twenty professional workers for the blind. Although the questionnaire sent to all businesses and industries was the same, those sent to large businesses and industries (Survey "L") and those sent to small businesses and industries (Survey "S") were treated separately for purposes of comparison. The questionnaire was divided into two sections. The first section contained fourteen questions on information concerning employment of blind workers. The second section was a series of twenty-eight statements concerning employment of blind workers and required the respondent to indicate his agreement or disagreement to the statement. A total of 149 (93.12 per cent) of the 160 businesses and industries returned questionnaires. Ten of these were returned blank or partially answered and were considered invalid and were not used in the analysis of the data.

A second instrument (Survey "C") was used to gather data from blind clients concerning their opinions of the industrial arts program at the Iowa Commission for the Blind. The instrument was also concerned with the



blind client's evaluation of the total program at the school. A total of 27 (90 per cent) of the 30 questionnaires were returned. All of the questionnaires were used in the analysis of the data.

Tables were used to show frequencies and percentages of each group of respondents.

### Findings

#### Hiring policies of businesses and industries toward blind workers

##### Section 1

1. Over 50 per cent of the businesses and industries require an eighth grade education as a basis for employment.
2. A majority (66 per cent) of the businesses and industries do not require a high school diploma as a basis for employment.
3. Less than 20 per cent of the businesses and industries require any form of college training as a basis for employment.
4. Over 50 per cent of all businesses and industries require some trade and vocational training and a general knowledge of that trade for which the blind applicant is applying.
5. A larger percentage of the small businesses and industries (53.57 per cent) were more



cognizant of the Iowa Commission's program for the Blind in Iowa than were the large businesses and industries (45 per cent).

6. Twice as many of the large businesses and industries (20 per cent) have employed blind persons than small businesses and industries (9 per cent).
7. Over 58 per cent of the large and over 70 per cent of the small businesses and industries were never contacted by an agency concerning the employment of a blind person.
8. Sixty-four per cent of the small and 54 per cent of the large businesses and industries have never had any contact with the Iowa Commission for the Blind.

## Section 2

1. Over 97 per cent of the total sample indicated a blind person could do more today than 25 years ago.
2. A majority (75 per cent) of businesses and industries indicated they would be willing to hire a blind person who was properly trained for a position never filled before by a blind person.





3. Ninety-two per cent of all respondents indicated there would be more blind persons in business and industry if they would be given more opportunity to demonstrate their ability to perform as an employee.
4. Eighty per cent of all the businesses and industries agreed that blind persons can work at major and minor skilled jobs, and professions such as law, medicine, and teaching.
5. Over 70 per cent of the large and small businesses and industries felt that blind persons can work at highly skilled jobs.
6. Almost 55 per cent of all businesses and industries did not desire contact with an agency for the blind concerning employment of blind individuals.
7. Over 66 per cent of the total sample indicated that a blind person could not work in their business--even with work experience.
8. Over 71 per cent of the total sample indicated that they would not welcome more blind persons into their businesses as a part of their work force.
9. Seventy-one per cent of the respondents stated that a blind person could not operate power



equipment such as saws, lathes, milling machines and shapers.

10. Sixty-three per cent of the large and 49 per cent of the small businesses and industries agreed that the company doctor should give the physical examination because he would know what types of work a blind applicant could perform.
11. Three-fifths (60 per cent) of the businesses and industries indicated blindness as a handicap or disability and a reason for not hiring a blind person.
12. Fifty-six per cent of the respondents indicated that company policy or attitudes of hiring officials was not a reason for failing to hire a blind person.

Blind client's evaluation of the Iowa  
Commission for the Blind program

1. Over 70 per cent of the clients indicated that the Iowa Commission for the Blind helped them to obtain their present job.
2. Seventy-four per cent of the clients indicated that the Iowa Commission for the Blind provided the education necessary for entry into their present job.



3. Over 59 per cent of the clients indicated the Iowa Commission for the Blind provided the training needed for their present job.
4. All respondents (100 per cent) indicated that the industrial arts program was an important factor in the total training program.
5. A majority (62 per cent) of the clients indicated they were helped by the industrial arts program through the building of self-confidence, changing of attitudes, and developing of salable skills.
6. Nearly one-half (48 per cent) indicated the primary reason for taking the industrial arts course was that it was required.
7. Seventy-seven per cent of the clients rated the total training program at the Iowa Commission for the Blind as excellent.
8. Forty per cent of the clients stated there was need for better placement, better follow-up programs and a better public relations program with employers.





Conclusions, Implications, and  
Recommendations

1. Business and industry only pay lip service to the idea that blind persons can work in skilled and professional positions.

There would be more blind persons working in business and industry if business and industry would practice their expressed beliefs.

It was suggested that a series of seminars and workshops be conducted by agencies for the blind in cooperation with business and industry for the express purpose of creating attitudes favorable to the employment of blind workers.

2. Small businesses and industries provide an untapped source for the employment of blind persons.

More blind individuals should seek employment from small businesses and industries.

It was suggested that agencies for the blind direct their attention to small businesses and industries as sources for employment of blind persons.





3. Business and industry operate under the premise that company doctors have adequate background--both medical and industrial--to evaluate a blind applicant's abilities relative to specific job placement.

There would be more blind workers in business and industry if the persons involved would accurately assess the blind applicant's potential.

It was suggested that business and industry give blind applicants more opportunity to demonstrate their ability as a productive employee rather than rely upon the sole judgment of the company doctor.

4. Blindness is a bigger deterrent to employment than either education or training requirements.

More blind persons would be placed in business and industry if employers would concern themselves with the abilities and potentialities of blind workers rather than their blindness.

It was suggested that a more concerted effort be made by agencies for the blind



informing business and industry of the abilities and potentialities of blind workers.

5. The clients are not aware of the real purpose of the industrial arts program at the Iowa Commission for the Blind.

The full value of the program cannot be realized unless the blind client is aware of its purpose.

It was suggested that the students be made more fully aware of the purpose and importance of the industrial arts program at the Iowa Commission for the Blind.

6. Two-way communication between business and industry and the Iowa Commission for the Blind has not been achieved.

A successful communication program would create better placement opportunities and understanding between business and industry and the Iowa Commission for the Blind.

It was suggested that the Iowa Commission for the Blind make a study of the effectiveness of its placement program.

#### Recommendations for Further Study

As reported in this study, attitudes are a determining factor in the hiring policies of many industries.



In the related literature it was pointed out that one of the best public relations programs for changing these attitudes is the example of blind persons working effectively at their jobs in industry. This would suggest that a study be made of:

1. The hiring policies and attitudes of businesses and industries that are presently employing blind persons.
2. The differences between the hiring policies and attitudes of those businesses and industries employing blind persons and those that do not.

Harold Russell made the remark that "If a person must be blind, it is better to be blind in Iowa than anywhere in the nation or in the world." If this is so, the data from this study would warrant a similar study be conducted in other states and compared to this study.

The data gathered from this study shows the blind clients are not aware of the purposes of the industrial arts courses. A study could be made as to the effectiveness of industrial arts curricula for the blind.

The data received from the businesses and industries indicated they are not sure what type of occupations that a blind person can fill. This suggests a study be made of the various job classifications that blind persons are working under.





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## APPENDIX A



## JURY LETTER

2616 East 18th Street  
Greeley, Colorado 80631  
February 20, 1970

Dr. Floyd Matson  
University of Hawaii  
4557 Kolohala Street  
Honolulu, Hawaii 96816

Dear Dr. Matson:

I am a graduate student enrolled at Colorado State College at Greeley, Colorado and am presently working on a research project that is concerned with blind persons working in business and industry.

The research study will involve a survey of Iowa businesses and industries to gather information on their attitudes and job requirements relative to the employment of blind persons. In order to have a better idea of what type of question and statements the survey instrument should have, I have selected, as my jury, leaders in the field of work for the blind. Your name was given to me as a suggested member of the jury by Mr. Kenneth Jernigan, President of the National Federation of the Blind.

Enclosed you will find a tentative questionnaire that will be sent to selected Iowa businesses and industries. Please critique the questions and statements and make any changes that you deem necessary to improve the survey instrument.

Thank you for your cooperation.

Sincerely yours,

Donald E. Black



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## APPENDIX B



2616 East 18th Street  
Greeley, Colorado 80631  
March 13, 1970

Dear Iowa Employer:

I am a graduate student enrolled at Colorado State College at Greeley, Colorado, presently involved in a research project that concerns the employment of blind persons in Iowa business and industry.

The purpose of this survey is to promote a more realistic vocational guidance of persons with visual problems by providing an up-to-date summary of the relevant personnel problems from the employers' point of view.

I would like to ask you to take a few minutes to fill out this questionnaire and return in the self-addressed, stamped envelope. As a business contributing to the economy of the State of Iowa, I am sure you are interested in better employee-employer working relations. Your cooperation with this survey will help point to the areas that need attention. The enclosed questionnaire seeks information that will lead to these problem areas.

All of the information that you give will be strictly confidential. The report will be statistical in nature; no company or individual will be referred to in this study.

Please accept my sincere thanks for your cooperation in making this survey a valid study.

Sincerely yours,

Donald E. Black





2616 East 18th Street  
Greeley, Colorado 80631  
March 20, 1970

Dear Iowa Employer:

One week ago you were sent a questionnaire concerning a survey being conducted on the employment of blind persons in Iowa businesses and industries. As of this date your response has not been received.

Because of your many duties and the amount of mail that you receive each day, I am enclosing another questionnaire for your convenience. Won't you please take a few minutes to fill out this questionnaire and return it in the self-addressed, stamped envelope? Your cooperation will help this survey be a meaningful collection of data.

Thank you for your consideration in this matter.

Sincerely yours,

Donald E. Black



## BUSINESS AND INDUSTRY SURVEY

### RETURN TO:

Donald E. Black  
Colorado State College  
2616 East 18th Street  
Greeley, Colorado 80631

DEAR IOWA EMPLOYER:

The purpose of this survey is to gather information on the industrial status of the blind in the state of Iowa. This survey will be divided into two (2) sections. The first section will seek information that is concerned with job requirements. The second section will consist of a series of statements requiring a response to each. No reference will be made to any company or individual in this report. This information will be used for a research project being conducted at Colorado State College.

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**SECTION 1: DIRECTIONS:** The following questions and statements seek information that is concerned with your job requirements and company policy in general. Please mark each item with an (X) or short answer that applies to your response.

---

1. Do you employ more than five-hundred (500) employees? Yes\_\_\_\_\_ No\_\_\_\_\_
2. Does your medical exam vary with the type of job the applicant is applying for? Yes\_\_\_\_\_ No\_\_\_\_\_
3. Do you have an on-the-job training program? Yes\_\_\_\_\_ No\_\_\_\_\_
4. Do you require more than an 8th grade education? Yes\_\_\_\_\_ No\_\_\_\_\_
5. Do you require a high school diploma? Yes\_\_\_\_\_ No\_\_\_\_\_
6. Do you require some form of college training? Yes\_\_\_\_\_ No\_\_\_\_\_
7. Have you ever employed a blind person? Yes\_\_\_\_\_ No\_\_\_\_\_
8. Do you employ a blind person at the present time? Yes\_\_\_\_\_ No\_\_\_\_\_
9. How many blind persons have applied for employment with your company in the past 5 years? \_\_\_\_\_



10. Which of the following items should a blind applicant have as part of his background to qualify for a specific job in your company?

- A. Trade and Vocational School training?
- B. Work experience?
- C. General knowledge of that trade?
- D. Experience at that trade?
- E. Technical trade training in that trade?

Yes \_\_\_\_\_ No \_\_\_\_\_  
 Yes \_\_\_\_\_ No \_\_\_\_\_  
 Yes \_\_\_\_\_ No \_\_\_\_\_  
 Yes \_\_\_\_\_ No \_\_\_\_\_  
 Yes \_\_\_\_\_ No \_\_\_\_\_

11. If an employee of yours would develop eye problems and lose his sight—where would you refer this person for help?

\_\_\_\_\_

12. How often are you contacted by private or public agencies for the blind concerning employment of a blind person?

Never \_\_\_\_\_  
 Seldom \_\_\_\_\_  
 Frequent \_\_\_\_\_

13. Does Iowa have a very well-known program for the blind in the state of Iowa?

Yes \_\_\_\_\_ No \_\_\_\_\_

14. Have you ever had any contact with the Iowa Commission for the Blind?

Yes \_\_\_\_\_ No \_\_\_\_\_

**SECTION 2: Directions:** Below is a series of statements. There is no “right” or “wrong” answer to a statement. Please respond on the four point scale according to your true feeling toward the statement. Do not answer the way you think that you ought to respond.

The four points are STRONGLY AGREE (SA), AGREE (A), DISAGREE (D), STRONGLY DISAGREE (SD). Encircle the letter(s) which best indicates your true feeling about the statement.

15. Blind persons can do more today than they could do 25 years ago.

SA    A    D    SD

16. Major and minor skilled jobs seem to be good occupations where blind persons can work with their hands and be productive.

SA    A    D    SD

17. Professions such as law, medicine and teaching are being filled more and more by blind persons every year.

SA    A    D    SD





|   |    |   |   |    |
|---|----|---|---|----|
| 18. Iowa has a well-known program for the rehabilitation and training of blind persons.   | SA | A | D | SD |
| 19. Highly skilled jobs are "off limits" to blind workers.  | SA | A | D | SD |
| 20. Blind persons are rejected as potential employees due to their many limitations.  | SA | A | D | SD |
| 21. With some re-training a newly blinded employee should retain his same job and occupational status in the company.   | SA | A | D | SD |
| 22. A qualified blind person could work in any position (including my position) in my place of employment.  | SA | A | D | SD |
| 23. A blind person can operate power equipment such as saws, lathes, milling machines and shapers with ease and safety.   | SA | A | D | SD |
| 24. The company doctor should give the physical examination because he would know what types of work the blind applicant could perform.   | SA | A | D | SD |
| 25. A blind person would need more specialized training to qualify for the same position as a sighted person.   | SA | A | D | SD |
| 26. A blind employee is not considered as a normal and productive employee by most employers.   | SA | A | D | SD |
| 27. Only a partially blind person should be considered for jobs never filled before by a blind person.  | SA | A | D | SD |
| 28. Even with work experience, a blind person would have difficulty in being productive in my business.   | SA | A | D | SD |
| 29. There would be more blind persons working in industry and business if there was more opportunity given to blind persons to demonstrate their ability to perform as a productive employee. | SA | A | D | SD |
| 30. Business and industry would endorse on-the-job try-outs for rehabilitated blind workers if an appropriate agency were to pay the blind worker during the initial try-out period.          | SA | A | D | SD |





- |   |    |   |   |    |
|---|----|---|---|----|
| 31. A blind applicant should be considered for employment on the same standards that all other applicants are considered.   | SA | A | D | SD |
| 32. Most employers would welcome more blind persons into their businesses as a part of their work force.  | SA | A | D | SD |
| 33. A blind employee's work is equal to or above average when compared to sighted workers.  | SA | A | D | SD |
| 34. Electrical engineering is a field that blind persons cannot be adequately trained in.   | SA | A | D | SD |
| 35. When an employer learns that a blind person cannot function in his business as an employee, it is a good indication that other blind persons could not function in the same place.  | SA | A | D | SD |
| 36. Assuming that an applicant for employment possesses skills that are useful in my business and that his behavior on the job is satisfactory, I would be willing to hire a totally blind person for a position never filled before by a blind person. | SA | A | D | SD |
| 37. When an employee of mine develops eye problems on the job, he should be transferred to another job or department.   | SA | A | D | SD |
| 38. It would be the responsibility of the newly blinded person to seek help from an agency for the blind on his own.  | SA | A | D | SD |
| 39. If an employee should become blind while on the job it would be necessary that he be released for his safety.   | SA | A | D | SD |
| 40. I would like to be contacted by an appropriate agency about hiring qualified blind persons in my business.  | SA | A | D | SD |



- |  |    |   |   |    |
|--|----|---|---|----|
| 41. The "job readiness" of a blind applicant referred by an agency for the blind is not as well prepared for the job as non-blind applicants.          | SA | A | D | SD |
| 42. The future employment picture of blind persons working in businesses and industries in the state of Iowa will not change much in the next 5 years. | SA | A | D | SD |
| 43. Each of the following items are indicated by employers as reasons for not hiring a blind person.   |    |   |   |    |
| A. Education and Training.   | SA | A | D | SD |
| B. Handicapped or Disabled   | SA | A | D | SD |
| C. Health and Safety Regulations   | SA | A | D | SD |
| D. Unreliable  | SA | A | D | SD |
| E. Co-Worker Reaction  | SA | A | D | SD |
| F. Extra Training and Supervision  | SA | A | D | SD |
| G. Insurance Regulations   | SA | A | D | SD |
| H. Architectural Barriers  | SA | A | D | SD |
| I. Company Policy or Attitudes of Hiring Officials   | SA | A | D | SD |
| J. Other (Specify)-----  |    |   |   |    |

44. If you have any comments that you wish to make relative to hiring blind persons, please write your comments below.



APPENDIX C





2616 East 18th Street  
Greeley, Colorado 80631  
March 13, 1970

Dear Commission Client:

I am a graduate student enrolled at Colorado State College at Greeley, Colorado, and am presently involved in a research project that concerns blind Iowans.

Enclosed you will find a questionnaire with questions that are pertinent to the industrial arts training program at the Iowa Commission for the Blind. This survey instrument is also concerned with the extent the Commission's program is meeting the demands of industry and the needs of the blind person to qualify for employment.

Please fill out the questionnaire at your earliest convenience and return in the self-addressed, stamped envelope. Your attention and interest in this study will result in more information relative to the needs of blind persons in the State of Iowa.

Thank you for your cooperation.

Yours very truly,

Donald E. Black



2616 East 18th Street  
Greeley, Colorado 80631  
March 20, 1970

Dear Commission Client:

One week ago you were sent a questionnaire concerning the training program at the Iowa Commission for the Blind. As of this date your response has not been received.

Because of the many duties and activities that one becomes involved in each day, time can slip by quickly. Therefore, for your convenience, I am enclosing another questionnaire. Won't you please take a few minutes to fill out this questionnaire?

Enclosed is a self-addressed, stamped envelope for a quick return. Your cooperation with this survey will help point out the areas of training that blind persons feel are most important to them as employees.

Thank you for your consideration and help with this study.

Sincerely yours,

Donald E. Black



## IOWA COMMISSION CLIENT SURVEY

### RETURN TO:

Donald E. Black  
Colorado State College  
2616 East 18th Street  
Greeley, Colorado 80631

Dear Commission Client:

The purpose of this questionnaire is to gather information on the effectiveness of the training program at the Iowa Commission for the Blind. No reference will be made to any person involved in this study. All information will be kept confidential. This information will be used for a research study being conducted at Colorado State College.

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**DIRECTIONS:** Please mark the question with an (X) on the blank that applies to your response. On some questions there will be a blank for a short answer or remark. Return the completed questionnaire in the self-addressed, stamped envelope.

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- |  |            |             |
|--|------------|-------------|
| 1. Are you self-employed or working for a company, organization or business?   | Self _____ | Other _____ |
| 2. Are you presently working at the job you were trained for?  | Yes _____  | No _____    |
| 3. Did the Iowa Commission for the Blind provide any education necessary for entry into your present job?                                | Yes _____  | No _____    |
| 4. Did the Iowa Commission for the Blind help you obtain your present job?   | Yes _____  | No _____    |
| 5. Did the Iowa Commission for the Blind provide the training needed for your present job?   | Yes _____  | No _____    |
| 6. Could you have obtained the same type of training without the aid of the Iowa Commission for the Blind?                               | Yes _____  | No _____    |
| 7. Do you believe that you could have obtained your present employment without the aid of the Iowa Commission for the Blind?             | Yes _____  | No _____    |
| 8. Do you believe the industrial arts program at the Iowa Commission for the Blind is an important factor in the total training program? | Yes _____  | No _____    |





9. Which of the following do you feel the industrial arts program helped you with the most while you were in training?
- ☐ A. Build self-confidence
  - ☐ B. Attitude
  - ☐ C. Skills
  - ☐ D. All of the above
  - ☐ E. None of the above
10. What was your primary reason for taking the industrial arts portion of the total Iowa Commission training program?
- ☐ A. It was required
  - ☐ B. To build self-confidence
  - ☐ C. Individual need
  - ☐ D. Develop salable skills
11. How would you rate your experience in the industrial arts classes with the rest of the orientation training program at the Iowa Commission for the Blind?
- ☐ A. Excellent
  - ☐ B. Above average
  - ☐ C. Average
  - ☐ D. Below average
  - ☐ E. Was a waste of time
12. How do you rate the total services and training rendered by the Iowa Commission for the Blind?
- ☐ A. Excellent
  - ☐ B. Good
  - ☐ C. Poor
13. In what areas do you believe the Iowa Commission for the Blind needs to change its program?
- ☐ A. Rehabilitation and placement
  - ☐ B. Industrial arts program
  - ☐ C. Educational courses
  - ☐ D. Other (Please specify) \_\_\_\_\_
14. If you have any comments on the total Iowa Commission program or any phase of the total program that you feel needs some elaboration—please write your comments and remarks on the bottom and back of this questionnaire.





## VITA

Name: Donald Earl Black

Date of Birth: April 12, 1938

Place of Birth: McLean, Nebraska

Wife: Ann L. (Williams) Black

Children: None

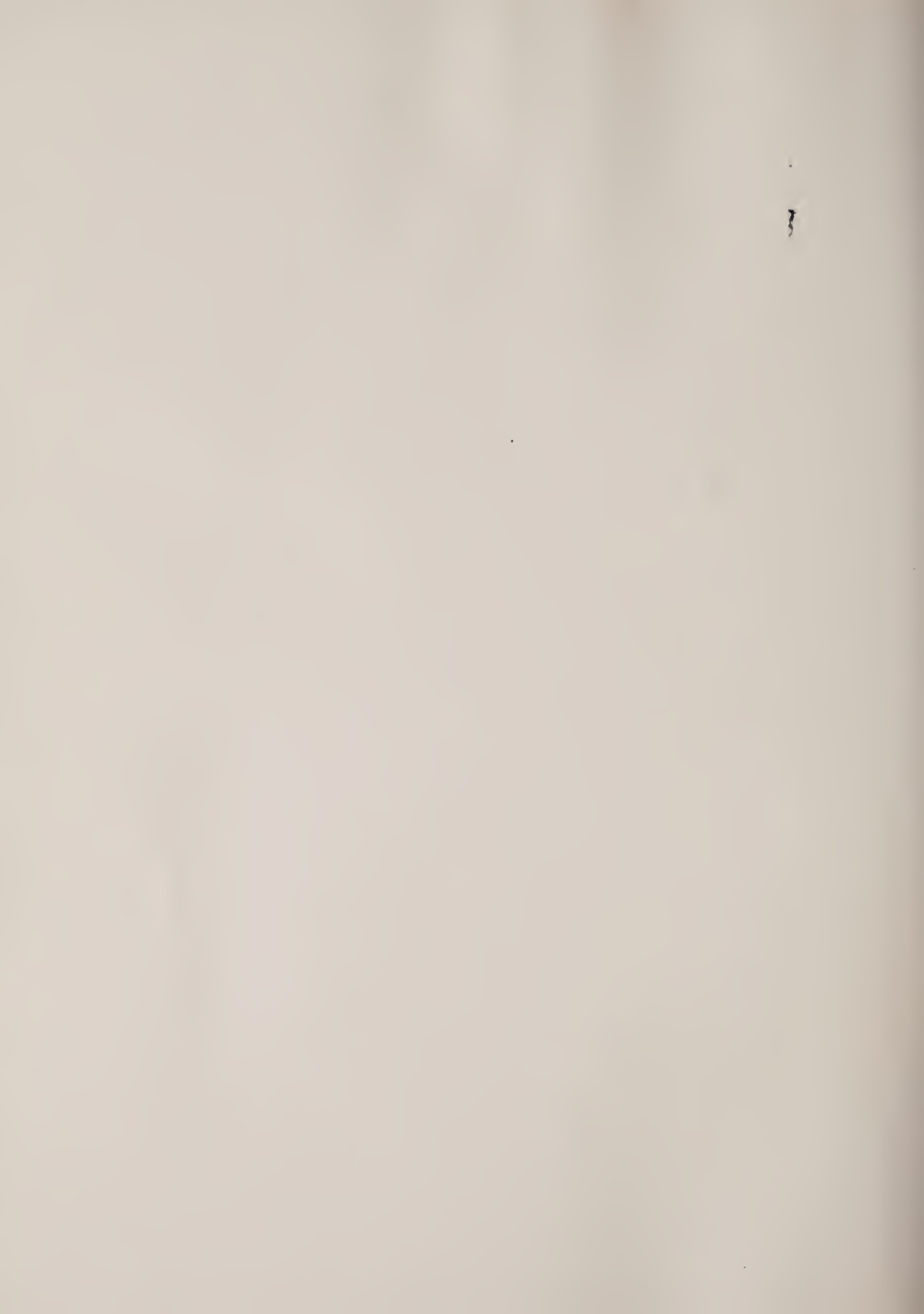
Educational Preparation: LaMoille High School, LaMoille, Iowa--1955  
 A.A. Degree, Marshalltown Community College, Marshalltown, Iowa--1963  
 B.A. Degree, State College of Iowa, Cedar Falls, Iowa--1965  
 M.A. Degree, Colorado State College, Greeley, Colorado--1969  
 Ed.D. Degree, University of Northern Colorado, Greeley, Colorado--1970

Professional Experience: Pre-vocational teacher, Iowa Commission for the Blind, Des Moines, Iowa--1965-1968  
 College teaching practicum, University of Northern Colorado, Greeley, Colorado--1970

Professional Affiliations: Kappa Delta Pi  
 Delta Psi Omega  
 Epsilon Pi Tau  
 American Industrial Arts Association  
 American Vocational Association  
 National Federation of the Blind  
 Colorado Federation of the Blind







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B561      THE HIRING POLICIES OF SELECTED  
            IOWA BUSINESSES AND INDUSTRIES  
            WITH RESPECT TO EMPLOYMENT...(1970)

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